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# First Term Attrition Among Non-Prior Service Enlisted Personnel: Loss Probabilities Based on Selected Entry Factors

Flyer, Eli S.; Elster, Richard S.

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FIRST TERM ATTRITION AMONG NON-PRIOR  
SERVICE ENLISTED PERSONNEL: LOSS  
PROBABILITIES BASED ON SELECTED ENTRY FACTORS

Eli S. Flyer and Richard S. Elster

June 1983

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Prepared for:  
Naval Personnel Research and Development Center,  
San Diego, California 92152

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FIRST TERM ATTRITION AMONG NON-PRIOR SERVICE ENLISTED PERSONNEL:  
LOSS PROBABILITIES BASED ON SELECTED ENTRY FACTORS

Eli S. Flyer and Richard S. Elster

June 1983

Naval Postgraduate School  
Monterey, California 93940

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20. ABSTRACT (Continued)

of record at enlistment. Interactions were also determined between many of these factors and attrition.

Each of the demographic factors was found to be related to Service attrition. Prediction of attrition was increased, however, when interactions between these factors and attrition were taken into account. It should now be possible to develop Service-specific composite scores to predict attrition that are more effective than the combinations of educational level and AFQT scores currently employed in enlistment screening.

# ABSTRACT

This report describes the results of analyses investigating the relationships between demographic information available for recruits at enlistment and attrition during the first three years of military service. The population studied consists of over two million male and female non-prior service accessions who enlisted during Fiscal Years 1973 through 1978. Attrition rates were determined for this population in respect to the following factors: Service; sex; race; educational level; age; marital status; (AFQT); and home of record at enlistment. Interactions were also determined between many of these factors and attrition.

## *Service Forces Configuration Test*

Each of the demographic factors was found to be related to Service attrition. Prediction of attrition was increased, however, when interactions between these factors and attrition were taken into account. It should now be possible to develop Service-specific composite scores to predict attrition that are more effective than the combinations of educational level and AFQT scores currently employed in enlistment screening.



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## FOREWORD

The research reported here was sponsored by the Navy Personnel Research and Development Center (NPRDC), and was part of a project to develop performance predictors for the Navy that could be used in recruit selection and classification. Dr. Martin Wiskoff of NPRDC was responsible for initiating the project and monitoring this part of the research.

All data presented in this report were provided by the Defense Manpower Data Center (DMDC). Mr. Les Willis of DMDC was responsible for developing the data base employed in the study and providing the extensive tabular data needed for analysis.

The report consists mainly of tables describing the empirical relationships between major demographic variables and personnel attrition in each of the Services, and is meant to serve primarily as a source document for addressing entry standards questions. The accompanying text describes the research procedures that were employed and highlights the more important findings. Follow-on studies are needed to determine the underlying rationale for many of the important relationships that have been identified.



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FIRST TERM ATTRITION AMONG NON-PRIOR SERVICE ENLISTED PERSONNEL:  
LOSS PROBABILITIES BASED ON SELECTED ENTRY FACTORS

I. INTRODUCTION

A. BACKGROUND

Enlisted personnel entering military service are committed to active duty tours ranging between two and six years. Separation or discharge from service prior to tour completion is called attrition, and has major implications for Defense since substantial costs are incurred in recruiting, processing, and training recruits who are discharged prior to their most effective use. Still a more important cost, but difficult to measure, is the negative affect of attrition on military readiness.

In attempts to reduce attrition for substandard behavior (unsuitability) as well as to bring in recruits who perform effectively, the Military Services employ two interrelated selection procedures. Selection for suitability is based primarily on high school graduate status and a measure of general ability drawn from the Armed Services Vocational Aptitude Battery (ASVAB) -- usually the Armed Forces Qualification Test (AFQT) score. Selection for potential performance (being able to learn and perform specific military skills effectively) is based upon combinations of ASVAB test scores known to predict performance in military technical schools. While the Services vary over time and with each other in the minimum levels that are acceptable for enlistment, a recruit must meet both sets of entry standards in order to qualify for military service.

The use of high school graduate status in combination with AFQT scores for suitability screening is not a recent development. During 1959, in a report entitled "Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force", Fiyer showed that high school graduation was the best single predictor of attrition from service, and that AFQT scores were also valid in predicting attrition. Based on these findings the Air Force was the first Service to take both of these factors into account in suitability screening.

While first-term male attrition has increased over the years, the relationship between educational level at service entry and attrition has remained relatively constant. Longitudinal studies performed by each of the Services continue to show that male high school graduates experience about one-half the attrition found for non-high school graduates and it is for this reason that the Services try to maximize the overall percentage of high school graduates enlisted each year. This is accomplished primarily through the setting of recruiting goals for high school graduates and by allowing high school graduates to enter service who have lower AFQT scores than non-graduates. One Service, the Navy, applies a more sophisticated selection procedure; a continuous "Screen Score" that takes into account high school graduate status, AFQT, and age. This approach appears to offer more precision and to be more usable in meeting enlistment requirements than the methods used by the other Services.



## B. PURPOSE OF THE STUDY AND ORGANIZATION OF THE REPORT

The purpose of the study reported here is to explore more completely the relationships between attrition and entry level information available from all recruits prior to enlistment. If successful, it could lead to identifying combinations of entry variables useful for improved suitability screening for enlistment. The study differs from previous work in a number of ways. Of particular significance, the size of the population usually studied has been increased by combining recruit populations from six separate accession years in one large single group for follow-up purposes. This permits simultaneous control for Service, sex, and race in determining attrition rates for key entry variables.

The remainder of this report is organized to provide information on the procedures applied in the study, results from the analyses performed, key findings, and implications of these findings for improved suitability screening.

## II. PROCEDURE

### A. POPULATION

The population studied here consists of all non-prior service accessions entering active service during the Fiscal Years 1973 through 1978. Over this six year time span about two million males and two hundred thousand females were enlisted. Table 1 provides information on the numbers entering each Service by sex, educational level, and race.

### B. ENTRY VARIABLES

Information on the following variables were available at Service entry, and were categorized as shown:

- (1) Service (Army, Navy, Marine Corps, Air Force);
- (2) Sex (Male, Female);
- (3) Race (Non-Black, Black);
- (4) Educational Level (High School Graduate, Non-High School Graduate);
- (5) Age (17 ... 26+);
- (6) Marital Status (Married, Single);
- (7) AFQT (Category I and II, IIIA, IIIB, IV); and
- (8) Area of Residence Prior to Enlistment (State, Census District, Census Region).

TABLE 1. MALE AND FEMALE ENLISTED PERSONNEL: NUMBER ACCESSED  
BY EDUCATIONAL LEVEL, SEX, AND RACE  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, SEX, AND RACE	NUMBER OF ACCESSIONS BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>MALE</u>					
All Educational Levels					
Total	953,724	511,103	290,441	413,112	2,168,380
Non-Black	699,304	456,716	230,676	357,521	1,744,217
Black	254,420	54,387	59,765	55,591	424,163
High School Graduates					
Total	532,076	369,589	163,014	360,570	1,425,249
Non-Black	378,120	329,932	128,508	310,428	1,146,988
Black	153,956	39,657	34,506	50,142	278,261
Non-High School Graduates					
Total	421,648	141,514	127,427	52,542	743,131
Non-Black	321,184	126,784	102,168	47,093	597,229
Black	100,464	14,730	25,259	5,449	145,902
<u>FEMALE</u>					
All Educational Levels					
Total	93,951	34,477	8,098	57,544	194,070
Non-Black	73,654	30,959	6,830	49,541	160,984
Black	20,297	3,518	1,268	8,003	33,086
High School Graduates					
Total	84,072	33,135	7,245	52,763	177,215
Non-Black	65,334	29,745	6,074	45,203	146,356
Black	18,738	3,390	1,171	7,560	30,859
Non-High School Graduates					
Total	9,879	1,342	853	4,781	16,855
Non-Black	8,320	1,214	756	4,338	14,628
Black	1,559	128	97	443	2,227

### C. ATTRITION

Only attrition occurring during the first three years of service for each accession year group was considered in analysis. Separations or discharges for the following conditions were combined to form one overall attrition group:

- (1) Medical;
- (2) Dependency or hardship;
- (3) Death;
- (4) Failure to meet minimum behavioral or performance criteria; and
- (5) Other (primarily pregnancy for females).

### D. DATA BASE

The Defense Manpower Data Center (DMDC) Cohort File furnished the data needed for analysis. This file contains information on individuals at the time of their enlistment as well as subsequent military history data, including attrition. The DMDC file includes accession records provided by the Military Entrance Processing Command (MEPCOM) and extracts from personnel inventory and loss files which are sent periodically by the Services to DMDC.

### E. ANALYSIS

DMDC software was used to provide attrition rates for recruits grouped by their entry characteristics. In computing attrition rates it was possible through this software to control simultaneously for such factors as sex, Service, race, high school graduate status, AFQT, and length of service.

### III. RESULTS

#### A. ATTRITION RATES BY SEX, EDUCATIONAL LEVEL, AND CAUSE

In Table 2 below, attrition rates for the first three years of service are shown for recruits grouped separately by sex and Service. Defense-wide, about one-third of the male and female recruits do not complete three years of service. Attrition rates vary by Service, however, and particularly for female enlistees. The Air Force experiences lower attrition than the other Services both for men and women, and attrition of Marine Corps enlistees, particularly women, is on the high side.

TABLE 2. MALE AND FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE  
(Fiscal Years of Accession: 1973 - 1978)

SEX	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
Male	34.7	32.1	33.5	28.3	32.7
Female	40.1	33.7	49.7	31.9	36.9

The data provided in Table 3 show that about half of the attrition occurring during the first three years of service generally takes place in the first 12 months of active duty. This is the case for both men and women.

TABLE 3. MALE AND FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY LENGTH OF SERVICE

(Fiscal Years of Accession: 1973-1978)

LENGTH OF SERVICE (Months)	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>MALE</u>					
Total	34.7	32.1	33.5	28.3	32.7
0-3	10.4	9.9	11.1	8.0	9.9
0-6	14.4	12.0	12.9	9.6	12.7
0-12	20.2	16.9	16.4	13.5	17.6
0-18	25.7	22.0	21.4	18.2	22.8
0-24	29.8	26.3	26.2	22.6	27.1
0-30	32.7	29.6	30.2	25.8	30.3
0-36	34.7	32.1	33.5	28.3	32.7
<u>FEMALE</u>					
Total	40.1	33.7	49.7	31.9	36.9
0-3	9.7	9.9	16.2	7.5	9.3
0-6	13.8	11.6	18.0	9.9	12.4
0-12	21.0	16.6	26.6	15.1	18.7
0-18	27.7	22.1	35.8	20.2	24.8
0-24	33.5	26.8	42.6	24.7	30.1
0-30	37.3	30.5	47.0	28.6	33.9
0-36	40.1	33.7	49.7	31.9	36.9

The major reasons for first-term attrition are shown separately for male and female enlistees in Table 4. The primary cause of early separation from service is the failure of many enlistees to meet the minimum behavior/performance standards of the Military Services. In addition, large numbers of women are separated for pregnancy reasons during their first three years of service.

TABLE 4. MALE AND FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY CAUSE OF ATTRITION

(Fiscal Years of Accession: 1973-1978)

CAUSE OF ATTRITION	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>MALE</u>					
Total	<u>34.7</u>	<u>32.1</u>	<u>33.5</u>	<u>28.3</u>	<u>32.7</u>
Medical	5.0	3.0	4.8	3.2	4.1
Dependency or Hardship	1.1	.3	.4	1.7	1.0
Death	.3	.3	.4	.3	.3
Failure to Meet Minimum Behavioral or Performance Criteria	27.4	24.6	23.9	19.9	24.8
Other	.9	3.9	4.0	3.2	2.5
<u>FEMALE</u>					
Total	<u>40.1</u>	<u>33.7</u>	<u>49.7</u>	<u>31.9</u>	<u>36.9</u>
Medical	2.6	2.3	4.2	3.3	2.8
Dependency or Hardship	1.8	.3	.4	2.2	1.6
Death	.2	.1	.2	.1	.2
Failure to Meet Minimum Behavioral or Performance Criteria	20.1	14.6	20.9	12.2	16.8
Other (primarily pregnancy)	15.4	16.4	24.0	14.1	15.5

The relationship between educational level at entry and attrition is provided in Table 5 where attrition rates are shown separately for male and female high school graduates and non-graduates.

TABLE 5. MALE AND FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE - BY EDUCATIONAL LEVEL  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>MALE</u>					
High School Graduates	24.0	24.7	24.7	24.9	24.5
Non-High School Graduates	48.2	51.4	44.8	51.5	48.5
<u>FEMALE</u>					
High School Graduates	38.3	33.2	48.3	30.3	35.4
Non-High School Graduates	56.0	45.5	61.6	49.1	53.5

Among men, attrition rates for high school graduates are about the same for each Service, and there are only moderate differences in Service attrition for non-high school graduates. Among women, however, larger differences in attrition are found by Service, with appreciably higher Marine Corps attrition rates for both high school graduates and non-graduates, and generally lower attrition rates for the Air Force.



As found in previous studies, male non-high school graduates have about twice the attrition rate of male high school graduates. Among female enlistees the difference in attrition rates between non-high school graduates and graduates is in the same direction but lower in magnitude (about one and one-half to one). These differences in attrition between high school graduates and non-graduates continue to be found after control for race (see Tables 6 and 7). In general, high school graduate status is an effective predictor of attrition for black and non-black men and women.

After controlling for high school graduate status it is apparent that the attrition rates for female enlistees in each Service are higher than for males, with two exceptions -- Navy and Air Force non-high school graduates. Tables 8 and 9, which show the reasons for attrition separately by sex for high school graduates and non-graduates, provide information useful in explaining the sex differences in attrition. The attrition rates for male and female high school graduates across Service would be comparable except for pregnancy discharges. Comparing male and female non-high school graduates, attrition rates for females would be lower than for males if pregnancy discharges were excluded from consideration. Pregnancy discharges occur with equal frequency for female high school graduates and non-graduates. If pregnancy discharges were not included in determining attrition rates, female non-high school graduates would have close to twice the attrition rate of high school graduates.

TABLE 6. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST  
THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND  
RACE

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
All Educational Levels	34.7	32.1	33.5	28.3	32.7
High School Graduates	24.0	24.7	24.7	24.9	24.5
Non-High School Graduates	48.2	51.4	44.8	51.5	48.5
<u>NON-BLACK</u>					
All Educational Levels	35.6	31.6	32.0	27.9	32.5
High School Graduates	24.2	24.2	22.6	24.4	24.0
Non-High School Graduates	49.1	51.0	43.9	51.0	48.8
<u>BLACK</u>					
All Educational Levels	32.2	36.6	39.2	30.7	33.6
High School Graduates	23.8	29.5	32.3	28.0	26.4
Non-High School Graduates	45.1	55.6	48.7	55.8	47.2

TABLE 7. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING  
FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL  
AND RACE

(Fiscal Years of Accession: 1973 - 1978)

EDUCATIONAL LEVEL AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
All Educational Levels	40.1	33.7	49.7	31.9	36.9
High School Graduates	38.3	33.2	48.3	30.3	35.4
Non-High School Graduates	56.0	45.5	61.6	49.1	53.5
<u>NON-BLACK</u>					
All Educational Levels	42.9	34.3	50.9	33.1	38.6
High School Graduates	40.9	33.8	49.4	31.4	36.9
Non-High School Graduates	59.1	46.1	62.4	50.2	55.5
<u>BLACK</u>					
All Educational Levels	30.0	28.6	43.7	24.4	29.0
High School Graduates	29.2	28.2	42.8	23.6	28.2
Non-High School Graduates	39.8	40.6	54.6	37.9	40.1

TABLE 8. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND CAUSE OF ATTRITION

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND CAUSE OF ATTRITION	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
High School Graduates	<u>24.0</u>	<u>24.7</u>	<u>24.7</u>	<u>24.9</u>	<u>24.5</u>
Medical	4.3	3.2	5.2	3.1	3.8
Dependancy or Hardship	1.2	.3	.5	1.7	1.0
Death	.3	.3	.4	.3	.3
Failure to Meet Minimum Behavioral or Performance Criteria	17.2	17.5	15.1	16.7	16.9
Other	1.0	3.4	3.5	3.1	2.5
Non-High School Graduates	<u>48.2</u>	<u>51.4</u>	<u>44.8</u>	<u>51.5</u>	<u>48.5</u>
Medical	5.8	2.7	4.4	4.3	4.8
Dependancy or Hardship	1.0	.3	.4	2.0	.8
Death	.3	.4	.4	.3	.4
Failure to Meet Minimum Behavioral or Performance Criteria	40.2	42.9	35.0	41.0	39.9
Other	.9	5.1	4.6	3.9	2.6

TABLE 9. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND CAUSE OF ATTRITION

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND CAUSE OF ATTRITION	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
High School Graduates	<u>38.3</u>	<u>33.2</u>	<u>48.3</u>	<u>30.3</u>	<u>35.4</u>
Medical	2.5	2.3	4.1	3.1	2.7
Dependancy or Hardship	1.7	.3	.4	2.1	1.5
Death	.2	.1	.2	.1	.2
Failure to Meet Minimum Behavioral or Performance Criteria	18.4	14.1	19.9	10.9	15.5
Other (primarily pregnancy)	15.5	16.4	23.7	14.1	15.5
Non-High School Graduates	<u>56.0</u>	<u>45.5</u>	<u>61.6</u>	<u>49.1</u>	<u>53.5</u>
Medical	3.6	1.4	5.1	5.4	4.0
Dependancy or Hardship	2.8	.3	.2	3.7	2.7
Death	.2	.1	.4	.1	.2
Failure to Meet Minimum Behavioral or Performance Criteria	34.4	26.9	29.9	25.3	31.1
Other (primarily pregnancy)	15.0	16.8	26.0	14.6	15.5

## B. ATTRITION RATES BY RACE AND CAUSE

Table 10 provides attrition rates by race and educational level for male enlistees in a manner to facilitate racial comparisons. Except for the Army, blacks generally have a higher attrition rate than non-blacks. The differences in attrition rates by race continue to be found after control for educational level, with the largest difference found for Marine Corps high school graduates. Here black enlistees have about a ten percent higher attrition rate than non-blacks.

TABLE 10. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE WITHIN EDUCATIONAL GROUPS

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
All Educational Levels	34.7	32.1	33.5	28.3	32.7
Non-Black	35.6	31.6	32.0	27.9	32.5
Black	32.2	36.6	39.2	30.7	33.6
High School Graduates	24.0	24.7	24.7	24.9	24.5
Non-Black	24.2	24.2	22.6	24.4	24.0
Black	23.8	29.5	32.3	28.0	26.4
Non-High School Graduates	48.2	51.4	44.8	51.5	48.5
Non-Black	49.1	51.0	43.9	51.0	48.8
Black	45.1	55.6	48.7	55.8	47.2

The same comparisons made for female enlistees (see Table 11) provide very different findings. For each Service the attrition rate for black women is appreciably lower than that of non-blacks, and these larger differences in attrition continue to be found after control for educational level. Considering Service, educational level, and race, the largest difference in female attrition is found in the Army where the attrition rate for black non-high school graduates is almost 20 percent less than that found for a comparable group of non-black Army women.

TABLE 11. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE WITHIN EDUCATIONAL GROUPS

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
All Educational Levels	40.1	33.7	49.7	31.9	36.9
Non-Black	42.9	34.3	50.9	33.1	38.6
Black	30.0	28.6	43.7	24.4	29.0
High School Graduates	38.3	33.2	48.3	30.3	35.4
Non-Black	40.9	33.8	49.4	31.4	36.9
Black	29.2	28.2	42.8	23.6	28.2
Non-High School Graduates	56.0	45.5	61.6	49.1	53.5
Non-Black	59.1	46.1	62.4	50.2	55.5
Black	39.8	40.6	54.6	37.9	40.1

The data presented in Tables 12 and 13 provide information on cause of attrition separately for black and non-black men and women. Among male enlistees in the Navy, Marine Corps, and Air Force, blacks have a higher attrition rate than non-blacks for performance/behavior reasons. Also for males there is a significantly higher medical discharge for black Marine Corps enlistees.

TABLE 12. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF MILITARY SERVICE -- BY RACE AND CAUSE OF ATTRITION  
(Fiscal Years of Accession: 1973-1978)

RACE AND CAUSE OF ATTRITION	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
Total	35.6	31.6	32.0	27.9	32.5
Medical	5.2	3.0	4.2	3.3	4.1
Dependency or Hardship	1.3	.3	.5	1.8	1.1
Death	.3	.3	.4	.3	.3
Failure to Meet Minimum Behavioral or Performance Criteria	27.7	23.9	22.9	19.1	24.3
Other	1.1	4.1	4.0	3.4	2.7
<u>BLACK</u>					
Total	32.2	36.6	39.2	30.7	33.6
Medical	4.2	3.1	7.6	2.8	4.3
Dependency or Hardship	.5	.2	.2	1.0	.5
Death	.3	.3	.3	.3	.3
Failure to Meet Minimum Behavioral or Performance Criteria	26.6	29.7	27.3	25.0	26.9
Other	.6	3.3	3.8	1.6	1.6



Among females, discharge rates for pregnancy are significantly lower for blacks than non-blacks, and this holds true for each Service. Black women are also somewhat less likely to attrite for performance/behavior reasons. The largest difference here is in the Army where non-black women have an attrition rate of 22 percent for performance/behavior reasons compared with 13 percent for black women.

TABLE 13. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF MILITARY SERVICE -- BY RACE AND CAUSE OF ATTRITION

(Fiscal Years of Accession: 1973-1978)

RACE AND CAUSE OF ATTRITION	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
Total	42.9	34.3	50.9	33.1	38.6
Medical	2.8	2.3	4.5	3.4	2.9
Dependency or Hardship	1.8	.3	.3	2.3	1.6
Death	.2	.1	.2	.1	.2
Failure to Meet Minimum Behavioral or Performance Criteria	22.0	14.7	21.4	12.3	17.6
Other (primarily pregnancy)	16.1	16.9	24.5	15.0	16.3
<u>BLACK</u>					
Total	30.0	28.6	43.7	24.4	29.0
Medical	2.2	2.0	2.7	2.4	2.2
Dependency or Hardship	1.8	.3	.5	1.8	1.6
Death	.2	.2	.2	.1	.1
Failure to Meet Minimum Behavioral or Performance Criteria	13.3	14.1	19.3	11.3	13.2
Other (primarily pregnancy)	12.5	12.0	21.0	8.8	11.9

### C. ATTRITION RATES BY AFQT CATEGORY

Table 14 furnishes information on the relationship between AFQT scores and attrition for male enlistees, both overall and separately by educational level and race.<sup>1</sup> Across educational level, enlistees with higher AFQT scores are less likely to attrite than those with lower scores. The relationship is not linear, however, since enlistees in the lowest acceptable AFQT grouping, Category IV, have a somewhat lower attrition rate than those in AFQT Category IIIB. After control for educational level, however, this effect is no longer found for high school graduates, although it remains for non-graduates. In general, AFQT is more predictive of attrition for high school graduates than non-graduates, and is a somewhat better predictor of attrition in the Navy than in the other Services.

Among non-black male enlistees, about the same relationship between AFQT and attrition is found by Service and by educational level as is obtained across racial groups. This is not unexpected since non-blacks account for about 80 percent of the total male group. For black male enlistees, however, the relationship between AFQT scores and attrition is much lower than for non-blacks in the Army, Marine Corps, and Air Force. Similar findings are obtained after control for educational level.

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<sup>1</sup>Tables in Appendix A provide information on the number of individuals involved in determining rates by sex, Service, educational level, AFQT, and race.

TABLE 14. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY

(Fiscal Years of Accession: 1973-1978)

RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
All Educational Levels	34.7	32.1	33.5	28.3	32.7
AFQT Categories I and II	27.0	24.1	28.1	25.2	25.8
III A	35.5	32.9	34.9	29.4	33.4
III B	39.3	40.7	37.6	32.9	38.3
IV	36.3	37.9	34.0	31.6	36.1
High School Graduates	24.0	24.7	24.7	24.9	24.5
AFQT Categories I and II	20.1	20.8	20.3	21.4	20.7
III A	24.3	25.1	24.7	26.3	25.2
III B	26.2	29.1	28.0	29.5	27.9
IV	26.9	31.8	29.3	29.8	28.3
Non-High School Graduates	48.2	51.4	44.8	51.5	48.5
AFQT Categories I and II	43.3	42.9	42.1	49.6	44.4
III A	47.9	50.2	45.6	52.2	48.2
III B	49.8	56.0	46.8	54.9	50.9
IV	48.4	53.2	42.7	52.3	48.4

TABLE 14. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY (Continued)

(Fiscal Years of Accession: 1973-1978)

RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
All Educational Levels	35.6	31.6	32.0	27.9	32.5
AFQT Categories I and II	26.7	24.0	26.9	24.9	25.5
III A	36.1	32.7	33.6	29.4	33.4
III B	41.5	40.6	36.5	33.1	39.2
IV	41.3	39.0	33.4	32.9	39.4
High School Graduates	24.2	24.2	22.6	24.4	24.0
AFQT Categories I and II	20.0	20.7	19.4	21.1	20.5
III A	24.6	24.8	23.0	26.2	24.9
III B	27.3	28.5	26.0	29.4	28.0
IV	30.4	32.5	27.0	30.8	30.6
Non-High School Graduates	49.1	51.0	43.9	51.0	48.8
AFQT Categories I and II	43.3	42.9	41.0	49.3	44.2
III A	48.3	50.0	44.6	52.0	48.3
III B	51.1	55.6	45.8	54.1	51.5
IV	50.9	53.1	42.6	52.1	50.3

TABLE 14. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY (Concluded)

(Fiscal Years of Accession: 1973-1978)

RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>BLACK</u>					
All Educational Levels	32.2	36.6	39.2	30.7	33.6
AFQT Categories I and II	29.8	27.4	39.1	30.0	31.3
III A	32.9	34.6	41.1	29.4	33.8
III B	34.4	40.9	40.9	32.4	36.0
IV	30.4	34.8	35.2	28.8	31.4
High School Graduates	23.8	29.5	32.3	28.0	26.4
AFQT Categories I and II	21.8	23.8	30.6	25.8	24.6
III A	23.3	27.9	32.5	27.2	26.3
III B	24.2	31.7	33.1	29.6	27.7
IV	24.0	30.1	32.3	27.6	25.8
Non-High School Graduates	45.1	55.6	48.7	55.8	47.2
AFQT Categories I and II	43.8	44.4	49.4	54.2	46.6
III A	45.8	52.9	50.1	53.7	48.0
III B	46.3	58.5	49.9	58.7	48.9
IV	43.6	53.9	42.7	53.4	44.3

Table 15 provides the same information shown in the previous table but the data are rearranged to facilitate racial comparisons for male enlistees after control for both AFQT scores and educational level. For the Navy, Marine Corps, and Air Force, blacks generally have a higher attrition rate than non-blacks before and after controlling for these two factors. The differences are not large except for Marine Corps high school graduates. For the Army, blacks generally have a lower attrition rate than non-blacks, with the largest differences occurring in AFQT Category IV groups.

TABLE 15. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVELS, AFQT CATEGORY, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL EDUCATIONAL LEVELS</u>					
AFQT I and II					
Non-Black	26.7	24.0	26.9	24.9	25.5
Black	29.8	27.4	39.1	30.0	31.3
AFQT III A					
Non-Black	36.1	32.7	33.6	29.4	33.4
Black	32.9	34.6	41.1	29.4	33.8
AFQT III B					
Non-Black	41.5	40.6	36.5	33.1	39.2
Black	34.4	40.9	40.9	32.4	36.0
AFQT IV					
Non-Black	41.3	39.0	33.4	32.9	39.4
Black	30.4	34.8	35.2	28.8	31.4

TABLE 15. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE (Continued)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>HIGH SCHOOL GRADUATES</u>					
AFQT I and II					
Non-Black	20.0	20.7	19.4	21.1	20.5
Black	21.8	23.8	30.6	25.8	24.6
AFQT III A					
Non-Black	24.6	24.8	23.0	26.2	24.9
Black	23.3	27.9	32.5	27.2	26.3
AFQT III B					
Non-Black	27.3	28.5	26.0	29.4	28.0
Black	24.2	31.7	33.1	29.6	27.7
AFQT IV					
Non-Black	30.4	32.5	27.0	30.8	30.6
Black	24.0	30.1	32.3	27.6	25.8

TABLE 15. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE (Concluded)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-HIGH SCHOOL GRADUATES</u>					
AFQT I and II					
Non-Black	43.3	42.9	41.0	49.3	44.2
Black	43.8	44.4	49.4	54.2	46.6
AFQT III A					
Non-Black	48.3	50.0	44.6	52.0	48.3
Black	45.8	52.9	50.1	53.7	48.0
AFQT III B					
Non-Black	51.1	55.6	45.8	54.1	51.5
Black	46.3	58.5	49.9	58.7	48.9
AFQT IV					
Non-Black	50.9	53.1	42.6	52.1	50.3
Black	43.6	53.9	42.7	53.4	44.3



In Table 16, the relationships are shown between AFQT scores and attrition for female enlistees, again with controls for educational level and race. Though AFQT is generally valid in predicting female attrition, the degree of relationship is lower for women than for men. When race is taken into account, however, the validity of AFQT in predicting attrition is increased within both black and non-black high school graduate groups. Among non-high school graduates, the relationship between AFQT and attrition is irregular and also varies from Service to Service.

TABLE 16. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY  
(Fiscal Years of Accession: 1973-1978)

RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
All Educational Levels	40.1	33.7	49.7	31.9	36.9
AFQT Categories I and II	38.8	29.8	48.6	30.6	36.4
III A	42.3	33.9	51.6	33.7	38.7
III B	42.2	35.9	52.7	33.9	37.6
IV	40.9	33.9	52.9	33.5	38.8
High School Graduates	38.3	33.2	48.3	30.3	35.4
AFQT Categories I and II	36.9	28.9	47.2	28.8	34.6
III A	40.3	33.0	50.1	32.4	37.0
III B	40.9	34.8	51.2	32.4	36.3
IV	39.9	33.7	50.1	30.7	37.7
Non-High School Graduates	56.0	45.5	61.6	49.1	53.5
AFQT Categories I and II	55.9	44.3	62.3	49.6	54.1
III A	57.1	45.5	65.4	49.2	54.3
III B	54.2	50.6	--	48.3	51.5
IV	52.2	--	--	49.1	51.6

-- Small number of accessions in this category.

TABLE 16. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY (Continued)

(Fiscal Years of Accession: 1973-1978)

RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
All Educational Levels	42.9	34.3	50.9	33.1	38.6
AFQT Categories I and II	40.9	30.1	49.6	31.2	37.6
III A	45.8	34.7	53.4	35.2	41.0
III B	48.1	37.5	53.7	36.7	40.8
IV	49.2	35.1	55.9	35.1	43.4
High School Graduates	40.9	33.8	49.4	31.4	36.9
AFQT Categories I and II	38.8	29.2	48.1	29.3	35.7
III A	43.6	33.9	51.7	33.9	39.2
III B	46.3	36.2	52.4	35.2	39.3
IV	48.2	34.3	52.8	33.0	42.0
Non-High School Graduates	59.1	46.1	62.4	50.2	55.5
AFQT Categories I and II	58.3	43.9	62.9	50.1	55.6
III A	60.0	44.5	68.0	50.5	56.3
III B	60.9	53.6	--	50.4	55.2
IV	57.5	--	--	51.5	56.5

-- Small number of accessions in this category.

TABLE 16. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY (Concluded)

(Fiscal Years of Accession: 1973-1978)

RACE, EDUCATIONAL LEVEL, AND AFQT CATEGORY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>BLACK</u>					
All Educational Levels	30.0	28.6	43.7	24.4	29.0
AFQT Categories I and II	28.6	23.0	42.2	22.8	28.4
III A	30.4	26.5	44.2	25.7	29.3
III B	32.1	28.7	49.4	24.2	29.1
IV	32.0	31.1	--	25.4	31.3
High School Graduates	29.2	28.2	42.8	23.6	28.2
AFQT Categories I and II	27.5	21.1	41.2	21.3	27.3
III A	29.4	24.4	43.9	25.0	28.3
III B	32.0	28.3	47.4	23.6	28.8
IV	31.7	32.5	--	24.8	31.1
Non-High School Graduates	39.8	40.6	54.6	37.9	40.1
AFQT Categories I and II	40.6	--	--	40.7	41.5
III A	42.2	--	--	38.9	42.4
III B	32.2	--	--	34.9	34.5
IV	--	--	--	--	34.8

-- Small number of accessions in this category.

The data provided in Table 17 show that the differences in attrition between non-black and black women continue to be sizeable after control for both educational level and AFQT. For each Service, educational level, and AFQT category, black women have lower attrition rates than non-black women.

TABLE 17. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL EDUCATIONAL LEVELS</u>					
AFQT I and II					
Non-Black	40.9	30.1	49.6	31.2	37.6
Black	28.6	23.0	42.2	22.8	28.4
AFQT III A					
Non-Black	45.8	34.7	53.4	35.2	41.0
Black	30.4	26.5	44.2	25.7	29.3
AFQT III B					
Non-Black	48.1	37.5	53.7	36.7	40.8
Black	32.1	28.7	49.4	24.2	29.1
AFQT IV					
Non-Black	49.2	35.1	55.9	35.1	43.4
Black	32.0	31.1	--	25.4	31.3

-- Small number of accessions in this category.

TABLE 17. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE (Continued)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>HIGH SCHOOL GRADUATES</u>					
AFQT I and II					
Non-Black	38.8	29.2	48.1	29.3	35.7
Black	27.5	21.1	41.2	21.3	27.3
AFQT III A					
Non-Black	43.6	33.9	51.7	33.9	39.2
Black	29.4	24.4	43.9	25.0	28.3
AFQT III B					
Non-Black	46.3	36.2	52.4	35.2	39.3
Black	32.0	28.3	47.4	23.6	28.8
AFQT IV					
Non-Black	48.2	34.3	52.8	33.0	42.0
Black	31.7	32.5	--	24.8	31.1

-- Small number of accessions in this category.

TABLE 17. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE (Concluded)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, AFQT CATEGORY, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-HIGH SCHOOL GRADUATES</u>					
AFQT I and II					
Non-Black	58.3	43.9	62.9	50.1	55.6
Black	40.6	--	--	40.7	41.5
AFQT III A					
Non-Black	60.0	44.5	68.0	50.5	56.3
Black	42.2	--	--	36.9	42.4
AFQT III B					
Non-Black	60.9	53.6	--	50.4	55.2
Black	32.2	--	--	34.9	34.5
AFQT IV					
Non-Black	57.5	--	--	51.5	56.5
Black	--	--	--	--	--

-- Small number of accessions in this category.

#### D. ATTRITION RATES BY MARITAL STATUS

About 10 percent of male and 12 percent of female recruits are married at Service entry. Marital rates at entry vary by Service with higher rates for the Army and Air Force (12 and 15 percent for men, 13 and 14 percent for women) than for the Navy and Marine Corps (six and five percent for men, four percent for women).

Attrition rates by sex, educational level, race, and marital status are shown in Tables 18 and 19. For the Army, Navy, and Marine Corps, male and female recruits who are married at enlistment are more likely than single recruits to attrite from service. This effect is most pronounced for Marine Corps recruits. For the Air Force, however, married male recruits are somewhat less likely to be discharged than those who are single at enlistment. In particular, Air Force non-high school graduate men and women who enter service married show a lower discharge rate than single non-high school graduate accessions. Results from additional analyses, not reported here, show that the age of the recruit at enlistment is not a contributing factor to any of the above findings.

The relationships between marital status at entry and attrition that are described above generally hold for male enlistees grouped by race. This is not the case for women. Among black female enlistees, differences in attrition between married and single women are generally negligible except for non-high school graduates. For the Army and the Air Force where there are enough women to permit comparisons, married black non-high school graduate women have lower attrition rates than single women in the same category.

TABLE 18. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY MARITAL STATUS, EDUCATIONAL LEVEL, AND RACE

(Fiscal Years of Accession: 1973-1978)

MARITAL STATUS, EDUCATIONAL LEVEL, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
Total Single	34.2	31.9	32.6	28.6	32.4
Total Married	38.0	36.3	40.3	26.5	34.8
Single High School Graduate	23.5	24.4	23.8	25.1	24.2
Married High School Graduate	28.0	29.9	31.3	23.2	26.7
Single Non-High School Graduate	47.9	51.3	44.0	53.3	48.4
Married Non-High School Graduate	49.9	54.4	48.9	43.8	49.4
<u>NON-BLACK</u>					
Total Single	35.1	31.3	31.0	28.2	32.2
Total Married	38.8	36.0	39.0	26.1	34.7
Single High School Graduate	23.6	23.9	21.7	24.7	23.8
Married High School Graduate	27.9	29.3	28.7	22.7	26.1
Single Non-High School Graduate	48.9	50.8	43.0	52.9	48.7
Married Non-High School Graduate	50.7	54.4	48.2	43.3	49.8
<u>BLACK</u>					
Total Single	31.9	36.5	38.2	30.8	33.2
Total Married	35.0	38.5	46.3	30.2	35.2
Single High School Graduate	23.3	29.2	31.4	28.0	26.0
Married High School Graduate	28.3	34.5	41.3	27.7	29.5
Single Non-High School Graduate	45.0	55.7	47.8	56.4	47.0
Married Non-High School Graduate	45.5	54.0	53.2	51.0	47.0



TABLE 19. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY MARITAL STATUS, EDUCATIONAL LEVEL, AND RACE

(Fiscal Years of Accession: 1973-1978)

MARITAL STATUS, EDUCATIONAL LEVEL, AND RACE	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
Total Single	39.3	33.5	49.7	31.8	36.4
Total Married	45.7	39.2	59.3	32.0	40.4
Single High School Graduate	37.6	33.0	48.1	30.4	35.0
Married High School Graduate	43.0	38.0	58.2	29.8	37.9
Single Non-High School Graduate	56.1	44.9	66.3	51.6	54.3
Married Non-High School Graduate	55.9	51.5	63.0	43.0	51.6
<u>NON-BLACK</u>					
Total Single	41.8	34.0	50.8	33.0	37.9
Total Married	50.2	40.9	59.8	33.5	43.1
Single High School Graduate	40.0	33.6	49.1	31.5	36.4
Married High School Graduate	47.3	39.8	58.7	31.1	40.3
Single Non-High School Graduate	53.7	45.3	67.1	52.7	56.1
Married Non-High School Graduate	60.1	52.6	--	44.3	54.3
<u>BLACK</u>					
Total Single	29.7	28.6	43.8	24.6	28.9
Total Married	31.7	28.2	--	23.3	29.4
Single High School Graduate	28.9	28.2	42.8	23.8	28.1
Married High School Graduate	31.1	27.4	--	22.6	28.7
Single Non-High School Graduate	41.5	40.5	--	41.0	42.0
Married Non-High School Graduate	35.5	--	--	29.3	34.4

-- Small number of accessions in this category.

#### E. ATTRITION RATES BY AGE AT ENLISTMENT

Table 20 provides attrition rates for male and female enlistees grouped by age at service entry. In general, 17 year old male recruits and those 23 years of age and above have higher attrition rates than other age groups. The relationship between age at enlistment and male attrition is highest for the Marine Corps and lowest for the Air Force, where attrition patterns by age are irregular. Among females, 17 year old recruits again experience higher attrition rates than others, but in contrast to the attrition patterns for men, female recruits who are older tend to have somewhat lower attrition rates than younger women.

In Table 21, age relationships with attrition are shown separately for men grouped by educational level. Seventeen (17) year old high school and non-high school graduates both show higher attrition than 18 year olds, and Air Force age-attrition patterns continue to show irregularity. For Army, Navy, and Marine Corps male high school graduates, excluding 17 year olds, age is related linearly to attrition, with attrition rates generally increasing with each year of age. For male non-high school graduates, age relationships with attrition are not regular, except for the Marine Corps. For both high school and non-high school graduate men in the Marine Corps, age at entry is highly related to attrition; among high school graduates the difference in attrition rates between 18 and 26 year olds is about 20 percent.

Results from a similar analysis performed separately for black and non-black men are provided in Tables 22 and 23. After controlling for race, the relationships between age at entry and attrition are very close

TABLE 20. MALE AND FEMALE ENLISTED PERSONNEL: ATTRITION RATES  
DURING FIRST THREE YEARS OF SERVICE -- BY AGE AT  
ENTRY AND SEX

(Fiscal Years of Accession: 1973-1978)

AGE AT ENTRY AND SEX	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>MALE ENLISTEES</u>					
17	45.0	44.7	40.6	39.2	43.5
18	32.7	28.2	28.5	27.8	30.0
19	30.8	28.5	30.1	27.1	29.4
20	30.9	28.4	33.4	25.8	29.5
21	32.8	28.9	37.6	25.6	30.8
22	32.1	28.8	39.6	24.6	30.3
23	33.9	29.5	42.9	24.2	31.4
24	34.4	31.2	43.9	25.2	32.4
25	36.1	32.2	47.2	27.4	34.3
26+	38.1	32.2	46.4	26.6	36.0
<u>FEMALE ENLISTEES</u>					
17	43.1	37.5	50.4	38.6	40.9
18	39.8	34.1	49.8	32.4	37.3
19	42.3	34.9	51.4	33.0	38.5
20	40.7	34.6	50.6	33.7	37.8
21	40.6	31.8	48.8	31.4	36.4
22	38.4	32.1	46.7	29.8	34.9
23	37.3	31.4	46.7	27.5	33.4
24	36.6	31.2	48.8	27.4	32.9
25	36.0	30.7	47.3	27.1	32.3
26+	39.4	29.0	44.5	25.7	34.9

TABLE 21. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST  
THREE YEARS OF SERVICE -- BY AGE AT ENTRY AND EDUCATIONAL  
LEVEL

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND AGE AT ENTRY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>HIGH SCHOOL GRADUATES</u>					
<u>Age at Entry</u>					
17	23.8	29.2	24.5	29.0	26.8
18	22.2	22.4	21.0	24.7	22.7
19	23.6	24.6	24.5	25.0	24.3
20	24.0	25.2	27.9	24.0	24.7
21	26.2	25.9	32.6	24.1	26.1
22	25.6	26.4	34.3	23.2	25.7
23	27.6	27.3	37.9	23.0	27.0
24	29.0	28.4	39.0	23.7	28.1
25	31.1	30.1	42.8	25.4	30.2
26+	33.0	29.7	41.1	25.0	31.4
<u>NON-HIGH SCHOOL GRADUATES</u>					
<u>Age at Entry</u>					
17	51.4	54.6	46.9	58.2	51.7
18	46.8	48.2	41.3	50.9	46.4
19	45.2	48.4	42.8	47.8	45.6
20	46.1	48.7	45.5	45.6	46.3
21	46.6	49.5	48.3	43.8	47.0
22	47.9	46.9	51.3	45.0	48.0
23	48.8	47.7	53.5	40.2	48.5
24	47.7	53.7	53.4	43.0	48.6
25	48.1	50.3	56.2	49.6	49.5
26+	48.2	47.5	56.8	41.1	48.5

TABLE 22. MALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY AGE AT ENTRY AND RACE

(Fiscal Years of Accession: 1973-1978)

RACE AND AGE AT ENTRY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
<u>Age at Entry</u>					
17	24.8	29.1	23.3	29.2	27.1
18	22.6	21.8	19.5	24.3	22.4
19	23.8	24.0	22.5	24.4	23.9
20	23.9	24.6	25.4	23.4	24.1
21	25.9	25.1	29.6	23.1	25.2
22	24.8	25.5	31.9	22.5	24.7
23	26.6	26.3	34.3	22.1	25.6
24	28.4	27.7	37.8	22.7	27.1
25	30.5	29.4	39.4	24.3	28.9
26+	32.3	29.0	39.5	23.8	30.4
<u>BLACK</u>					
<u>Age at Entry</u>					
17	21.2	30.2	29.8	27.8	25.1
18	21.1	27.8	28.0	27.3	24.1
19	23.1	29.5	31.6	29.2	26.1
20	24.4	29.4	35.0	27.1	26.8
21	26.8	31.3	40.1	29.2	29.3
22	27.5	31.4	39.2	26.5	29.0
23	30.0	32.1	45.3	27.6	31.3
24	30.5	31.9	41.5	28.7	31.3
25	32.6	33.7	48.7	31.0	34.1
26+	34.8	33.1	44.4	31.6	34.9

TABLE 23. MALE NON-HIGH SCHOOL GRADUATE ENLISTED PERSONNEL:  
ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE --  
BY AGE AT ENTRY AND RACE

(Fiscal Years of Accession: 1973-1978)

RACE AND AGE AT ENTRY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
<u>Age at Entry</u>					
17	51.8	54.2	46.0	57.9	51.7
18	47.5	47.5	40.1	50.3	46.5
19	46.1	47.5	41.5	46.7	45.7
20	47.7	47.6	44.1	44.5	46.8
21	48.3	50.5	48.1	42.4	48.0
22	49.9	47.3	51.2	43.5	49.1
23	50.7	47.6	54.0	39.3	49.6
24	48.7	53.0	55.0	43.1	49.4
25	50.6	49.1	59.5	47.6	51.2
26+	49.6	47.6	58.1	40.1	49.5
<u>BLACK</u>					
<u>Age at Entry</u>					
17	48.9	60.3	52.2	62.3	51.7
18	44.7	54.3	46.1	56.0	46.3
19	43.3	54.1	46.4	55.0	45.3
20	43.0	53.7	49.0	52.4	45.1
21	43.7	45.6	48.8	52.0	44.9
22	44.3	45.7	51.3	53.0	45.7
23	45.2	47.8	52.4	45.2	46.3
24	45.8	56.8	49.8	--	46.9
25	43.0	--	49.4	--	45.4
26+	44.7	47.0	53.9	--	45.6

-- Small number of accessions in this category.

to those described above, except for Marine Corps non-high school graduate black males. The relationship here between age and attrition is appreciably lower than the relationships found for other male Marine Corps accession groups.

Tables 24 and 25 provide information on the relationships between age and attrition for women grouped by educational level and by race. Among female high school graduates and non-graduates, and for blacks and non-blacks, the pattern identified earlier for women that older recruits experience somewhat lower attrition than younger enlistees continues to hold. The degree of relationships between age and attrition for women is lower than for men and, as indicated, the relationship is in an opposite direction.

#### F. ATTRITION RATES BY HOME OF RECORD AT ENLISTMENT

The relationships between home of record at enlistment and attrition were determined at three levels of aggregation: Census District (four geographical areas); Census Region (nine areas); and state. Attrition rates for male enlistees by Census District are shown by educational level in Table 26, by race in Table 27, and by both factors in Tables 28 and 29. Similar data are provided for female enlistees in Tables B-1 through B-4 in Appendix B.

Overall, relatively small differences in attrition are found for recruits grouped by Census District. When race is taken into account, however, attrition differences by Census District increase markedly for black enlistees. Black men and women from the South Census District experience lower attrition than those from other areas, and blacks from

TABLE 24. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY AGE AT ENTRY AND EDUCATIONAL LEVEL

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND AGE AT ENTRY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>HIGH SCHOOL GRADUATES</u>					
<u>Age at Entry</u>					
17	39.0	35.9	46.9	33.1	36.9
18	37.9	33.8	48.5	31.0	35.7
19	40.5	34.6	50.2	31.7	37.1
20	38.8	34.0	48.3	32.5	36.3
21	38.5	31.3	48.3	29.9	34.8
22	36.9	31.5	45.5	28.6	33.6
23	35.7	30.8	46.6	25.9	31.9
24	34.8	30.3	48.4	25.7	31.3
25	34.3	30.5	46.2	26.3	31.2
26+	38.4	28.3	43.0	24.3	33.6
<u>NON-HIGH SCHOOL GRADUATES</u>					
<u>Age at Entry</u>					
17	63.3	46.0	63.0	58.3	58.1
18	58.4	41.5	60.5	52.7	55.8
19	58.8	45.5	64.9	48.8	55.4
20	57.3	50.7	--	48.3	54.8
21	58.4	46.9	--	49.3	54.7
22	52.5	--	--	44.7	50.3
23	52.2	--	--	45.1	49.7
24	50.4	--	--	44.9	49.0
25	47.2	--	--	33.7	42.0
26+	45.2	--	--	36.2	43.4

-- Small number of accessions in this category.



TABLE 25. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL:  
ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE --  
BY AGE AT ENTRY AND RACE

(Fiscal Years of Accession: 1973-1978)

RACE AND AGE AT ENTRY	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
<u>Age at Entry</u>					
17	42.4	36.5	47.3	34.7	38.5
18	40.0	34.2	49.7	31.9	37.0
19	43.4	35.0	50.7	32.7	38.6
20	41.8	35.0	49.1	33.9	38.1
21	41.9	31.7	50.4	31.0	36.5
22	39.5	32.0	46.2	30.3	35.2
23	37.7	31.6	50.3	26.9	33.3
24	37.1	31.6	48.4	26.7	32.7
25	36.8	31.3	46.8	27.6	32.7
26+	41.2	29.7	46.2	24.9	35.3
<u>BLACK</u>					
<u>Age at Entry</u>					
17	29.4	29.6	--	20.8	28.3
18	29.1	30.1	41.5	24.4	28.8
19	30.5	30.9	47.6	25.5	30.0
20	28.9	26.7	44.9	24.6	28.2
21	28.1	28.4	40.4	24.5	27.6
22	29.0	27.6	--	20.5	26.9
23	29.2	22.4	--	21.4	24.5
24	27.8	22.8	--	21.6	25.9
25	27.2	--	--	20.1	25.3
26+	29.0	18.7	--	21.1	26.4

-- Small number of accessions in this category.

TABLE 26. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL EDUCATIONAL LEVELS</u>					
Census District - Total	34.7	32.1	33.5	28.3	32.7
North East	35.4	31.2	33.3	28.0	32.5
North Central	35.9	33.3	34.3	28.1	33.6
South	33.9	33.5	34.0	28.7	32.8
West	34.9	29.7	31.5	28.1	31.8
<u>HIGH SCHOOL GRADUATES</u>					
Census District - Total	24.0	24.7	24.7	24.9	24.5
North East	25.5	23.0	25.0	25.5	24.8
North Central	24.4	25.3	25.2	24.8	24.9
South	23.1	25.8	24.5	24.9	24.3
West	24.1	24.4	23.4	24.2	24.1
<u>NON-HIGH SCHOOL GRADUATES</u>					
Census District - Total	48.2	51.4	44.8	51.5	48.5
North East	48.8	50.8	45.6	51.9	48.9
North Central	49.5	53.2	45.9	52.4	49.7
South	47.7	52.0	44.9	51.7	48.3
West	47.6	47.9	41.8	50.2	46.9

TABLE 27. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT)

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
Census District - Total	35.6	31.6	32.0	27.9	32.5
North East	34.9	30.5	31.3	27.5	31.6
North Central	35.2	32.4	32.3	27.2	32.5
South	37.9	33.5	33.4	28.9	34.3
West	34.7	29.3	30.7	27.7	31.4
<u>BLACK</u>					
Census District - Total	32.2	36.6	39.2	30.7	33.6
North East	37.1	37.6	40.7	31.9	37.1
North Central	39.9	42.9	44.0	36.5	40.8
South	28.8	33.1	35.3	27.7	29.9
West	37.2	37.8	42.5	35.7	37.8

TABLE 28. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT) FOR HIGH SCHOOL GRADUATES  
(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK HIGH SCHOOL GRADUATES</u>					
Census District - Total	24.2	24.2	22.6	24.4	24.0
North East	24.8	22.4	22.7	24.9	23.9
North Central	23.3	24.4	22.9	24.0	23.8
South	25.0	25.5	22.5	24.7	24.8
West	23.5	24.0	22.2	23.7	23.6
<u>BLACK HIGH SCHOOL GRADUATES</u>					
Census District - Total	23.8	29.5	32.3	28.0	26.4
North East	28.3	29.1	34.2	29.3	29.7
North Central	30.4	35.1	37.1	32.6	33.0
South	21.3	26.9	28.3	25.5	23.3
West	29.2	33.5	37.4	32.4	31.6

TABLE 29. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT) FOR NON-HIGH SCHOOL GRADUATES

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK NON-HIGH SCHOOL GRADUATES</u>					
Census District - Total	49.1	51.0	43.9	51.0	48.8
North East	49.5	50.4	44.5	51.6	49.0
North Central	49.5	52.7	44.6	51.5	49.4
South	50.4	51.6	44.6	51.3	49.8
West	47.4	47.7	41.3	49.8	46.7
<u>BLACK NON-HIGH SCHOOL GRADUATES</u>					
Census District - Total	45.1	55.6	48.7	55.8	47.2
North East	46.6	54.3	49.4	54.1	48.5
North Central	49.4	57.9	52.3	58.8	51.6
South	42.8	55.2	45.7	54.2	44.5
West	49.4	53.5	51.0	57.7	50.5

the North Census District experience higher attrition. Among non-blacks, those from the South Census District are somewhat more likely to experience higher attrition than those from other Census Districts. For both blacks and non-blacks, attrition differences by Census District are larger for high school graduates than for non-graduates.

Differences in attrition by home of record and race increase when finer geographical cuts are made. Attrition rates can vary considerably among the Census Regions that comprise a District. Among black recruits, those enlisting from the South Atlantic Census Region are generally less likely to attrite than those from other areas. Data provided in Table 30 show these larger differences in attrition by Census Region for black male high school graduates. Other attrition data by Census Region are shown in Tables B-5 through B-11 in Appendix B.

The relationship between attrition and home of record is higher at the state level than at the broader Census District and Region levels. Attrition rates by state for men and women are shown in Tables B-12 and B-13 in Appendix B. Based on these data, states have been identified with high and low attrition rates (see Tables 31 and 32). States with low attrition rates for non-black males are in the West North Central Census Region and the Western Census District, while those with high rates are in the East and West South Central Census Regions. States with low attrition rates for black males are primarily located in the South Atlantic Census Region. For black male high school graduates, states with high attrition fall within the East and West North Central Census Regions, and primarily within the West North Central Census Region for

TABLE 30. BLACK MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) FOR HIGH SCHOOL GRADUATES

(Fiscal Years of Accession: 1973-1978)

HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>BLACK HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	28.3	29.1	34.2	29.3	29.7
New England	28.7	30.0	34.5	28.5	29.9
Middle Atlantic	28.2	29.0	34.1	29.4	29.6
North Central	30.4	35.1	37.1	32.6	33.0
East North Central	30.8	35.8	37.4	32.6	33.3
West North Central	28.2	31.2	35.4	33.0	31.2
South	21.3	26.9	28.3	25.5	23.3
South Atlantic	19.8	23.8	26.7	24.0	21.5
East South Central	22.0	28.0	28.5	26.3	24.0
West South Central	25.2	31.4	31.4	28.2	27.4
West	29.2	33.5	37.4	32.4	31.6
Mountain	27.1	29.5	35.7	30.4	29.1
Pacific	29.5	34.0	37.6	32.7	31.9

TABLE 31. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST  
THREE YEARS OF SERVICE -- BY HOME AREA AT ENLISTMENT  
(STATE), EDUCATIONAL LEVEL, AND RACE  
(Fiscal Years of Accession: 1973-1978)

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NON-BLACK

STATES WITH LOW ATTRITION RATES

<u>High School Graduates</u>		<u>Non-High School Graduates</u>	
Hawaii	17.6	District of Columbia	36.2
North Dakota	18.5	Hawaii	37.2
South Dakota	19.2	Arizona	41.9
Montana	20.5	North Dakota	42.4
New Hampshire	20.8	New Mexico	44.7

STATES WITH HIGH ATTRITION RATES

<u>High School Graduates</u>		<u>Non-High School Graduates</u>	
Tennessee	28.9	Tennessee	54.9
Oklahoma	28.8	Oklahoma	54.5
Arkansas	27.4	Arkansas	53.5
Kentucky	27.3	Kentucky	52.8
Louisiana	26.7	Indiana	52.5

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TABLE 31. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST  
THREE YEARS OF SERVICE -- BY HOME AREA AT ENLISTMENT  
(STATE), EDUCATIONAL LEVEL, AND RACE (Concluded)  
(Fiscal Years of Accession: 1973-1978)

BLACK

STATES WITH LOW ATTRITION RATES

<u>High School Graduates</u>		<u>Non-High School Graduates</u>	
South Carolina	19.6	South Carolina	39.5
Georgia	19.8	Virginia	40.2
Virginia	19.9	Mississippi	40.2
Mississippi	20.9	Georgia	41.2
Florida	21.8	Florida	42.1

STATES WITH HIGH ATTRITION RATES

<u>High School Graduates</u>		<u>Non-High School Graduates</u>	
Iowa	41.1	Rhode Island	62.6
Wisconsin	39.4	Iowa	59.4
Indiana	34.1	Minnesota	59.0
Michigan	33.5	Nebraska	56.8
Ohio	32.9	West Virginia	55.5

TABLE 32. FEMALE ENLISTED PERSONNEL: DOD ATTRITION RATES DURING  
FIRST THREE YEARS OF SERVICE -- BY HOME AREA AT  
ENLISTMENT (STATE) AND RACE

(Fiscal Years of Accession: 1973-1978)

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STATES WITH LOW ATTRITION RATES

<u>Non-Black</u>		<u>Black</u>	
Hawaii	26.9	Mississippi	24.3
South Dakota	30.0	New York	24.5
Vermont	30.8	Florida	25.2
Montana	31.5	Georgia	25.5
North Dakota	31.9	South Carolina	25.6

STATES WITH HIGH ATTRITION RATES

<u>Non-Black</u>		<u>Black</u>	
Alaska	42.8	Delaware	39.9
Tennessee	42.7	Iowa	37.0
Louisiana	41.8	Ohio	35.0
Arkansas	41.4	Massachusetts	34.6
Oklahoma	41.4	Indiana	33.9

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non-graduates. Attrition rate patterns for women by home state of record closely parallel those for men after control for race and educational level, with many of the same states in common.

Attrition comparisons between black and non-black men by Census Region show that blacks experience higher attrition than non-blacks with few exceptions. Where these occur, they are exclusively in Census Regions that comprise the South Census District, and here primarily for the Army. Similar attrition differences by race occur for male high school graduates and non-graduates. These findings are reversed for women. Black women experience lower attrition rates than non-black women for each Census District.

Attrition rates for male and female enlistees by AFQT within Census Region and District are shown in Tables B-14 through B-16 in Appendix B. Attrition rates for two of the Census Regions are provided in Tables 33 and 34. These data show that the validity of AFQT in predicting male attrition varies by population subgroup after control for Census Region, and that it is less valid for such separate subgroups as blacks and non-high school graduates. Inspection of attrition rates for female high school graduates by AFQT within Census Region shows that AFQT scores, while valid, are generally less predictive of attrition for women, black and non-black, than for men.

TABLE 33. MALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION  
RATES DURING FIRST THREE YEARS OF SERVICE -- BY CENSUS  
REGION AT ENTRY, RACE, AND AFQT CATEGORY  
(Fiscal Years of Accession: 1973-1978)

SERVICE AND RACE	WEST NORTH CENTRAL REGION				SOUTH ATLANTIC REGION			
	AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
Army								
Non-Black	17.3	22.3	22.5	32.8	20.7	25.8	28.2	31.5
Black	23.0	28.8	27.4	29.7	18.4	19.7	20.1	19.9
Navy								
Non-Black	19.3	23.3	27.2	35.1	19.8	24.2	27.3	29.9
Black	24.3	31.5	33.9	30.7	18.6	22.8	25.2	24.4
Marine Corps								
Non-Black	19.4	21.9	26.0	29.5	20.9	23.4	25.4	27.8
Black	34.9	37.0	36.7	32.7	27.3	26.8	28.0	25.4
Air Force								
Non-Black	20.0	25.3	29.3	35.0	20.8	25.1	28.1	28.9
Black	31.1	34.7	33.3	--	21.1	23.2	25.7	23.9
DoD								
Non-Black	18.9	23.4	26.9	33.1	20.5	24.9	27.7	30.4
Black	28.5	32.9	32.0	30.6	20.1	21.6	22.6	20.9

-- Small number of accessions in this category.

TABLE 34. MALE NON-HIGH SCHOOL GRADUATE ENLISTED PERSONNEL:  
 ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE --  
 BY CENSUS REGION AT ENTRY, RACE, AND AFQT CATEGORY  
 (Fiscal Years of Accession: 1973-1978)

SERVICE AND RACE	WEST NORTH CENTRAL REGION				SOUTH ATLANTIC REGION			
	AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
Army								
Non-Black	43.0	47.0	52.8	53.5	45.8	49.1	51.2	51.3
Black	50.3	49.5	51.5	48.6	42.1	42.9	41.6	37.7
Navy								
Non-Black	43.8	48.8	54.0	54.0	40.3	48.3	55.3	52.6
Black	--	--	58.9	64.0	42.6	54.2	54.3	49.5
Marine Corps								
Non-Black	39.8	42.5	44.9	45.1	42.7	47.2	50.2	44.1
Black	53.5	55.1	51.5	46.7	46.3	45.9	46.5	38.7
Air Force								
Non-Black	50.0	55.3	57.3	--	47.9	50.8	51.2	--
Black	56.0	--	57.0	--	51.2	52.3	55.3	--
DoD								
Non-Black	43.5	46.9	51.8	52.4	44.6	48.7	52.0	50.7
Black	52.8	52.0	52.5	49.3	43.7	44.5	44.0	38.4

-- Small number of accessions in this category.

#### IV. MAJOR FINDINGS

##### A. EDUCATIONAL LEVEL

Educational level attained prior to enlistment continues to be valid in predicting adjustment to military service. High school graduates are far more likely than non-graduates to complete their active duty tours successfully.

##### B. AFQT

The validity of AFQT in predicting attrition varies for different population subgroups. It is less valid for non-high school graduates and blacks. In addition, non-high school graduates and black recruits with scores at the lowest acceptable AFQT level (Category IV) experience lower attrition than comparable groups of enlistees scoring at a higher AFQT level (Category IIIB).

##### C. MARITAL STATUS

Being married at enlistment is predictive of higher attrition for men and women in three of the Services. Within the Air Force, however, being married at enlistment is not related significantly to attrition among high school graduates; for non-graduates, the attrition rate for married recruits is lower than that found for single recruits.

#### D. RACE

Male black enlistees generally have higher attrition rates than non-blacks after control for educational level and AFQT scores. Exceptions occur for the Army and also at the lowest AFQT levels acceptable for Service entry. Conversely, black women experience lower attrition than non-blacks, with black women less often discharged for unsuitability and pregnancy reasons. Regarding pregnancy discharges, it is not known whether or not the large racial difference here is a function of a lower black pregnancy rate, a higher retention rate for black service women with children, or the effect of both factors.

#### E. SEX

Women are more likely than men to attrite from service, particularly among high school graduates. The higher attrition is primarily the result of pregnancy discharges.

#### F. AGE

Male and female 17 year olds have higher attrition rates than those enlisting at 18 or 19 years of age. Higher attrition rates are generally experienced by older male enlistees. Among women, however, older enlistees have somewhat lower attrition rates than younger women. Differences in attrition rate patterns by age vary not only by sex but by Service and educational level.

#### G. HOME AREA AT ENLISTMENT

Attrition rates vary considerably among recruits when they are grouped by home state at enlistment and race. Geographic areas with high and low attrition vary for blacks and non-blacks. Within racial group, however, states with high attrition rates are generally the same for both men and women and for both high school graduates and non-graduates. This pattern is also found generally for states with low attrition rates.



## V. SUMMARY AND IMPLICATIONS

Non-prior service men and women entering the military over a six year period were followed during their initial duty tours. Data on individuals available at service entry for such factors as sex, race, AFQT, and educational level were related to attrition occurring during the first three years of service. Statistical analyses were performed to develop attrition probabilities for recruits based on these entry factors treated singly and in combination with each other.

The prediction of attrition from individual information available at enlistment can be improved significantly by taking into account interactions among such factors as Service, sex, race, educational level, age, marital status, AFQT scores, and home area at enlistment. Combining individual information on these factors should lead to the development of suitability screening scores for each Service that are far more effective than those now applied.

## ANNEX

### ATTRITION RATES BY PERIOD OF TIME IN THE DELAYED ENTRY PROGRAM (DEP)

In addition to determining the relationships between major demographic factors and attrition, analyses were performed to examine another type of variable -- time in Delayed Entry Program (DEP) -- and its relationship with attrition from service.

The DEP is used by the Services in determining active duty entry dates. Many applicants are willing to wait for entry into selected training programs if openings do not exist earlier, and the Services find it important to schedule a number of recruits for later entry to fill certain training seats and/or smooth-out over time the flow of recruits into basic training.

The analysis performed here was to determine whether or not the period of time spent in the DEP is related to attrition from active duty. There was evidence from the Air Force in the early 1950s that individuals who were motivated enough to wait many months for entry into the aviation cadet program were less likely to be losses during pilot training than those who entered the program immediately after qualifying for training.

The data provided in Tables AN-1 and AN-2 show that recruits who enter service after a significant period of time in the DEP do have lower attrition rates than those who enter service immediately. The differences in attrition rates by DEP period occur for both high school graduates and non-graduates, and are larger for men than for women.

TABLE AN-1. MALE AND FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SEX, EDUCATIONAL LEVEL, AND MONTHS IN DELAYED ENLISTMENT PROGRAM (DEP)

(Fiscal Years of Accession: 1973-1978)

SEX, EDUCATIONAL LEVEL, AND MONTHS IN DEP	TOTAL NUMBER	PERCENT ATTRITION BY SERVICE				
		ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>MALE</u>						
High School Graduates						
0 Months	430,089	27.6	30.2	25.2	29.2	28.4
1-3 Months	651,072	24.1	23.6	27.9	26.3	25.0
4-6 Months	247,101	18.3	17.3	20.7	20.4	19.2
7+ Months	96,987	18.2	15.1	17.8	20.5	17.4
Non-High School Graduates						
0 Months	407,019	50.2	55.0	44.0	54.8	50.4
1-3 Months	292,835	47.3	45.5	47.5	52.6	47.7
4-6 Months	31,816	35.5	32.4	40.4	41.2	37.2
7+ Months	11,461	29.8	27.3	29.6	34.1	29.4
<u>FEMALE</u>						
High School Graduates						
0 Months	44,294	38.5	35.6	49.1	31.2	36.5
1-3 Months	77,233	39.6	34.0	50.4	31.7	36.6
4-6 Months	42,333	37.1	30.7	45.2	27.6	32.9
7+ Months	13,355	34.6	26.4	43.3	28.0	32.6
Non-High School Graduates						
0 Months	5,405	56.0	49.2	53.3	48.8	53.5
1-3 Months	7,414	57.9	47.7	68.6	51.5	55.6
4-6 Months	3,106	55.8	38.6	56.5	44.7	51.2
7+ Months	930	45.5	35.3	--	--	44.1

-- Small number of accessions in this category.

TABLE AN-2. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND MONTHS IN DELAYED ENLISTMENT PROGRAM (DEP)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, AFQT CATEGORY, AND MONTHS IN DEP	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>HIGH SCHOOL GRADUATES</u>					
AFQT I and II					
0 Months	23.7	25.3	20.6	25.6	24.2
1-3 Months	20.1	20.7	23.1	22.8	21.4
4-6 Months	14.9	15.3	16.8	17.3	16.3
7+ Months	14.9	13.2	14.3	17.9	14.5
AFQT IIIA					
0 Months	28.1	30.5	24.9	31.6	29.0
1-3 Months	24.3	24.4	27.9	27.7	25.9
4-6 Months	18.3	17.8	21.5	21.4	19.9
7+ Months	17.8	15.7	18.1	20.7	17.5
AFQT IIIB					
0 Months	29.7	34.6	28.7	33.5	31.7
1-3 Months	25.9	27.3	31.5	30.7	28.2
4-6 Months	20.5	19.0	23.3	24.7	22.3
7+ Months	19.8	17.0	19.8	25.1	19.6
AFQT IV					
0 Months	29.8	36.4	29.7	34.5	32.0
1-3 Months	27.8	29.8	32.9	31.2	28.9
4-6 Months	20.9	23.8	24.5	26.8	22.7
7+ Months	20.2	19.7	21.9	26.7	20.6

TABLE AN-2. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL, AFQT CATEGORY, AND MONTHS IN DELAYED ENLISTMENT PROGRAM (DEP) (Concluded)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, AFQT CATEGORY, AND MONTHS IN DEP	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-HIGH SCHOOL GRADUATES</u>					
AFQT I and II					
0 Months	47.4	47.0	41.5	54.0	46.5
1-3 Months	42.7	40.5	44.4	50.5	44.5
4-6 Months	28.9	27.9	36.5	38.9	33.8
7+ Months	24.7	20.7	27.2	31.2	24.5
AFQT IIIA					
0 Months	49.9	53.5	45.1	54.4	50.0
1-3 Months	46.4	46.0	47.6	53.3	47.3
4-6 Months	35.1	30.6	42.3	43.1	38.0
7+ Months	30.5	27.6	27.5	43.1	29.6
AFQT IIIB					
0 Months	51.3	54.5	46.0	57.5	52.6
1-3 Months	49.0	48.8	49.3	55.7	49.6
4-6 Months	38.4	35.9	42.4	45.2	39.9
7+ Months	31.6	32.2	35.0	29.3	32.4
AFQT IV					
0 Months	50.4	55.7	41.3	51.6	50.3
1-3 Months	48.3	48.8	47.2	56.4	48.3
4-6 Months	36.6	39.2	37.7	46.2	37.4
7+ Months	30.8	34.2	27.9	--	30.8

-- Small number of accessions in this category.

These differences in attrition rates by DEP period continue to be found after control for AFQT level.

The differences in attrition rates by time in DEP are very large for male recruits, and appear to tap motivational and other factors not well measured by other enlistment information. Accordingly, DEP information should add substantially to any composite score developed to predict attrition for the entry groups covered in this report. However, since the percentage of enlistees entering the DEP varies by recruiting period, additional analyses will be necessary to determine whether or not attrition predictions based on this variable are equally valid by procurement period.

# APPENDIX A

## NUMBER OF ACCESSIONS IN POPULATION STUDIED

TABLE A-1. MALE ENLISTED PERSONNEL: NUMBER ACCESSED BY  
EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY	NUMBER OF ACCESSIONS BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
All Educational Levels					
AFQT Mental Categories					
AFQT I and II	236,584	193,919	88,715	183,241	702,459
AFQT III A	192,529	121,828	73,505	106,590	494,452
AFQT III B	296,811	135,530	85,192	99,335	616,868
AFQT IV	225,727	57,641	39,595	12,209	335,172
AFQT Unknown	2,073	2,185	3,434	11,737	19,429
High School Graduates					
AFQT Mental Categories					
AFQT I and II	169,714	165,141	56,997	158,497	550,349
AFQT III A	101,408	84,097	37,649	93,815	316,969
AFQT III B	132,338	77,208	41,529	85,851	336,926
AFQT IV	127,104	41,253	25,559	11,213	205,129
AFQT Unknown	1,512	1,890	1,280	11,194	15,876
Non-High School Graduates					
AFQT Mental Categories					
AFQT I and II	66,870	28,778	31,718	24,744	152,110
AFQT III A	91,121	37,731	35,856	12,775	177,483
AFQT III B	164,473	58,322	43,663	13,484	297,942
AFQT IV	98,623	16,388	14,036	996	130,043
AFQT Unknown	561	295	2,154	543	3,553

TABLE A-1. MALE ENLISTED PERSONNEL: NUMBER ACCESSED BY  
EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY  
(Continued)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY	NUMBER OF ACCESSIONS BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
All Educational Levels					
AFQT Mental Categories					
AFQT I and II	216,145	188,403	80,177	172,863	657,588
AFQT III A	154,810	111,744	60,669	91,257	418,480
AFQT III B	204,546	112,112	62,819	74,604	454,081
AFQT IV	122,252	42,466	24,335	8,304	197,357
AFQT Unknown	1,551	1,991	2,676	10,493	16,711
High School Graduates					
AFQT Mental Categories					
AFQT I and II	156,745	160,571	52,332	149,640	519,288
AFQT III A	79,813	76,708	31,116	79,759	267,396
AFQT III B	82,815	61,844	29,602	63,522	237,783
AFQT IV	57,597	29,090	14,442	7,484	108,613
AFQT Unknown	1,150	1,719	1,016	10,023	13,908
Non-High School Graduates					
AFQT Mental Categories					
AFQT I and II	59,400	27,832	27,845	23,223	138,300
AFQT III A	74,997	35,036	29,553	11,498	151,084
AFQT III B	121,731	50,268	33,217	11,082	216,298
AFQT IV	64,655	13,376	9,893	820	88,744
AFQT Unknown	401	272	1,660	470	2,803



TABLE A-1. MALE ENLISTED PERSONNEL: NUMBER ACCESSED BY  
EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY  
(Concluded)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY	NUMBER OF ACCESSIONS BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<b>BLACK</b>					
All Educational Levels					
AFQT Mental Categories					
AFQT I and II	20,439	5,516	8,538	10,378	44,871
AFQT III A	37,719	10,084	12,836	15,333	75,972
AFQT III B	92,265	23,418	22,373	24,731	162,787
AFQT IV	103,475	15,175	15,260	3,905	137,815
AFQT Unknown	522	194	758	1,244	2,718
High School Graduates					
AFQT Mental Categories					
AFQT I and II	12,969	4,570	4,665	8,857	31,061
AFQT III A	21,595	7,389	6,533	14,056	49,573
AFQT III B	49,523	15,364	11,927	22,329	99,143
AFQT IV	69,507	12,163	11,117	3,729	96,516
AFQT Unknown	362	171	264	1,171	1,968
Non-High School Graduates					
AFQT Mental Categories					
AFQT I and II	7,470	946	3,873	1,521	13,810
AFQT III A	16,124	2,695	6,303	1,277	26,399
AFQT III B	42,742	8,054	10,446	2,402	63,644
AFQT IV	33,968	3,012	4,143	176	41,299
AFQT Unknown	160	23	494	73	750

TABLE A-2. FEMALE ENLISTED PERSONNEL: NUMBER ACCESSED BY  
EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY	NUMBER OF ACCESSIONS BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL RACES</u>					
All Educational Levels					
AFQT Mental Categories					
AFQT I and II	53,590	7,493	5,059	24,198	90,340
AFQT III A	26,538	5,836	1,771	17,387	51,532
AFQT III B	10,201	5,067	693	12,585	28,546
AFQT IV	2,705	814	403	1,175	5,097
AFQT Unknown	917	15,267	172	2,199	18,555
High School Graduates					
AFQT Mental Categories					
AFQT I and II	48,146	7,041	4,592	22,066	81,845
AFQT III A	23,372	5,396	1,595	16,053	46,416
AFQT III B	9,201	4,723	643	11,474	26,041
AFQT IV	2,498	756	375	1,059	4,688
AFQT Unknown	855	15,219	40	2,111	18,225
Non-High School Graduates					
AFQT Mental Categories					
AFQT I and II	5,444	452	467	2,132	8,495
AFQT III A	3,166	440	176	1,334	5,116
AFQT III B	1,000	344	50	1,111	2,505
AFQT IV	207	58	28	116	409
AFQT Unknown	62	48	132	88	330

TABLE A-2. FEMALE ENLISTED PERSONNEL: NUMBER ACCESSED BY  
EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY  
(Continued)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY	NUMBER OF ACCESSIONS BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<b>NON-BLACK</b>					
All Educational Levels					
AFQT Mental Categories					
AFQT I and II	44,434	7,201	4,409	22,560	78,654
AFQT III A	20,521	5,258	1,429	14,489	41,697
AFQT III B	6,456	4,147	527	9,689	20,819
AFQT IV	1,893	576	315	860	3,144
AFQT Unknown	800	13,777	150	1,943	16,670
High School Graduates					
AFQT Mental Categories					
AFQT I and II	39,789	6,766	3,983	20,551	71,089
AFQT III A	17,857	4,858	1,276	13,304	37,295
AFQT III B	5,689	3,858	489	8,727	18,763
AFQT IV	1,247	531	288	761	2,827
AFQT Unknown	752	13,732	38	1,860	16,382
Non-High School Graduates					
AFQT Mental Categories					
AFQT I and II	4,695	435	426	2,009	7,565
AFQT III A	2,664	400	153	1,185	4,402
AFQT III B	767	289	38	962	2,056
AFQT IV	146	45	27	99	317
AFQT Unknown	48	45	112	83	288

TABLE A-2. FEMALE ENLISTED PERSONNEL: NUMBER ACCESSED BY  
EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY  
(Concluded)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL, RACE, AND AFQT CATEGORY	NUMBER OF ACCESSIONS BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<b>BLACK</b>					
All Educational Levels					
AFQT Mental Categories					
AFQT I and II	9,106	292	650	1,638	11,686
AFQT III A	6,017	578	342	2,898	9,835
AFQT III B	3,745	920	166	2,896	7,727
AFQT IV	1,312	238	88	315	1,953
AFQT Unknown	117	1,490	22	256	1,885
High School Graduates					
AFQT Mental Categories					
AFQT I and II	8,357	275	609	1,515	10,756
AFQT III A	5,515	538	319	2,749	9,121
AFQT III B	3,512	865	154	2,747	7,278
AFQT IV	1,251	225	87	298	1,861
AFQT Unknown	103	1,487	2	251	1,843
Non-High School Graduates					
AFQT Mental Categories					
AFQT I and II	749	17	41	123	930
AFQT III A	502	40	23	149	714
AFQT III B	233	55	12	149	449
AFQT IV	61	13	1	17	92
AFQT Unknown	14	3	20	5	42

# APPENDIX B

## ATTRITION RATES BY HOME OF RECORD AT ENLISTMENT

TABLE B-1. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL EDUCATIONAL LEVELS</u>					
Census District	40.1	33.7	49.7	31.9	36.9
North East	39.6	32.6	46.9	31.0	36.0
North Central	40.8	34.0	51.6	31.4	37.4
South	38.8	34.4	51.2	32.3	36.6
West	42.4	33.6	47.2	32.8	38.1
<u>HIGH SCHOOL GRADUATES</u>					
Census District	38.3	33.2	48.3	30.3	35.4
North East	38.3	32.5	45.9	30.1	34.9
North Central	39.2	33.7	50.2	30.0	36.0
South	36.5	33.7	49.6	30.4	34.6
West	40.3	32.8	45.9	30.9	36.3
<u>NON-HIGH SCHOOL GRADUATES</u>					
Census District	56.0	45.5	61.6	49.1	53.5
North East	54.0	34.1	57.4	47.7	50.9
North Central	57.7	42.8	64.9	50.6	55.1
South	55.3	50.5	62.3	49.4	53.5
West	57.5	50.0	58.6	48.4	54.0

TABLE B-2. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT)  
(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
Census District	42.9	34.3	50.9	33.1	38.6
North East	41.6	32.9	47.7	32.1	37.2
North Central	41.6	34.1	52.5	31.9	37.9
South	46.2	36.2	54.0	34.7	40.6
West	42.9	33.7	47.4	33.3	38.6
<u>BLACK</u>					
Census District	30.0	28.6	43.7	24.4	29.0
North East	30.6	29.2	42.4	23.9	29.0
North Central	34.4	32.0	45.9	27.3	32.9
South	28.8	26.6	43.2	23.6	27.9
West	33.3	31.0	-	25.0	30.7

-- Small number of accessions in this category.

TABLE B-3. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT) FOR HIGH SCHOOL GRADUATES  
(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK HIGH SCHOOL GRADUATES</u>					
Census District	40.9	33.8	49.4	31.4	36.9
North East	40.1	33.0	46.9	31.1	36.1
North Central	39.9	33.8	51.0	30.4	36.5
South	43.4	35.4	52.3	32.6	38.3
West	40.8	32.9	45.9	31.4	36.7
<u>BLACK HIGH SCHOOL GRADUATES</u>					
Census District	29.2	28.2	42.8	23.6	28.2
North East	30.1	28.3	40.2	23.5	28.4
North Central	33.3	31.9	45.2	26.4	32.0
South	28.0	26.4	42.4	22.8	27.2
West	32.7	29.1	--	23.6	29.6

-- Small number of accessions in this category.

TABLE B-4. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT) FOR NON-HIGH SCHOOL GRADUATES

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK NON-HIGH SCHOOL GRADUATES</u>					
Census District	59.1	46.1	62.4	50.2	55.5
North East	58.8	32.0	55.9	49.8	53.8
North Central	59.4	43.9	65.9	52.3	56.7
South	59.8	52.3	64.4	50.5	56.4
West	58.3	49.4	59.6	43.8	54.6
<u>BLACK NON-HIGH SCHOOL GRADUATES</u>					
Census District	39.8	40.6	54.6	37.9	40.1
North East	35.7	--	--	--	37.2
North Central	45.3	--	--	37.6	42.9
South	39.9	--	--	40.2	40.3
West	--	--	--	--	41.8

-- Small number of accessions in this category.



TABLE B-5. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST  
THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND  
HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL EDUCATIONAL LEVELS</u>					
Census District and Region					
North East	35.4	31.2	33.3	28.0	32.5
New England	35.0	30.0	32.3	29.7	32.1
Middle Atlantic	35.6	31.6	33.7	27.3	32.6
North Central	35.9	33.3	34.3	28.1	33.6
East North Central	36.8	34.6	35.0	28.4	34.4
West North Central	33.8	30.4	32.5	27.4	31.5
South	33.9	33.5	34.0	28.7	32.8
South Atlantic	31.7	30.9	34.3	26.7	30.9
East South Central	36.1	35.6	36.8	30.0	35.0
West South Central	36.4	35.6	32.4	30.6	34.5
West	34.9	29.7	31.5	28.1	31.8
Mountain	33.5	29.1	29.0	26.7	30.4
Pacific	35.4	29.9	32.5	28.6	32.4

TABLE B-5. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION)  
(Continued)

(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	25.5	23.0	25.0	25.5	24.8
New England	24.5	21.8	23.7	26.4	24.3
Middle Atlantic	25.8	23.5	25.4	25.1	24.9
North Central	24.4	25.3	25.2	24.8	24.9
East North Central	25.4	26.3	25.9	25.2	25.7
West North Central	22.1	23.0	23.5	23.9	23.0
South	23.1	25.8	24.5	24.9	24.3
South Atlantic	22.1	23.2	24.7	23.8	23.0
East South Central	24.7	27.2	25.7	26.5	25.8
West South Central	24.1	28.5	23.8	25.7	25.6
West	24.1	24.4	23.4	24.2	24.1
Mountain	22.3	23.1	21.1	22.3	22.4
Pacific	24.7	24.9	24.4	24.9	24.8

TABLE B-5. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST  
THREE YEARS OF SERVICE -- BY EDUCATIONAL LEVEL AND  
HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION)  
(Concluded)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	48.8	50.8	45.6	51.9	48.9
New England	50.1	51.3	45.4	54.5	50.0
Middle Atlantic	48.3	50.7	45.7	50.5	48.5
North Central	49.5	53.2	45.9	52.4	49.7
East North Central	49.5	54.4	46.7	52.2	50.1
West North Central	49.6	50.3	44.0	52.8	48.8
South	47.7	52.0	44.9	51.7	48.3
South Atlantic	46.0	50.1	46.2	49.7	47.0
East South Central	49.4	54.2	48.0	52.7	50.2
West South Central	49.1	53.3	41.7	52.9	48.9
West	47.6	47.9	41.8	50.2	46.9
Mountain	46.0	47.2	39.6	48.0	45.4
Pacific	48.1	48.2	42.7	51.1	47.5

TABLE B-6. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION)

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOO
<u>NON-BLACK</u>					
Census District and Region					
North East	34.9	30.5	31.3	27.5	31.6
New England	34.8	29.6	31.5	29.5	31.7
Middle Atlantic	35.0	30.8	31.2	26.5	31.5
North Central	35.2	32.4	32.3	27.2	32.5
East North Central	36.0	33.5	32.9	27.4	33.3
West North Central	33.2	30.1	31.0	26.7	30.8
South	37.9	33.5	33.4	28.9	34.3
South Atlantic	36.7	31.1	34.5	26.9	32.9
East South Central	41.5	36.1	36.6	30.6	37.3
West South Central	37.6	35.3	31.0	30.6	34.5
West	34.7	29.3	30.7	27.7	31.4
Mountain	33.5	29.0	28.6	26.5	30.3
Pacific	35.2	29.5	31.6	28.1	31.9

TABLE B-6. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST  
THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT  
ENLISTMENT (CENSUS DISTRICT AND REGION) (Concluded)  
(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>BLACK</u>					
Census District and Region					
North East	37.1	37.6	40.7	31.9	37.1
New England	37.0	40.7	41.0	32.6	37.4
Middle Atlantic	37.1	37.3	40.7	31.7	37.0
North Central	39.9	42.9	44.0	36.5	40.8
East North Central	39.9	43.6	44.0	36.3	40.9
West North Central	39.9	38.4	44.1	37.2	40.2
South	28.8	33.1	35.3	27.7	29.9
South Atlantic	26.5	30.1	33.9	26.1	27.6
East South Central	29.7	33.7	37.1	27.8	30.7
West South Central	34.2	37.7	37.0	31.0	34.5
West	37.2	37.8	42.5	35.7	37.8
Mountain	34.9	36.4	42.7	34.6	36.0
Pacific	37.6	38.0	42.4	35.9	38.0

TABLE B-7. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) FOR HIGH SCHOOL GRADUATES

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	24.8	22.4	22.7	24.9	23.9
New England	24.2	21.5	22.7	26.3	23.9
Middle Atlantic	25.0	22.7	22.6	24.3	23.8
North Central	23.3	24.4	22.9	24.0	23.8
East North Central	24.1	25.3	23.2	24.2	24.4
West North Central	21.6	22.7	22.3	23.3	22.5
South	25.0	25.5	22.5	24.7	24.8
South Atlantic	25.0	23.0	23.4	23.7	23.9
East South Central	27.9	27.0	23.7	26.5	26.9
West South Central	23.3	27.9	21.1	25.2	25.0
West	23.5	24.0	22.2	23.7	23.6
Mountain	22.1	23.0	20.6	22.1	22.2
Pacific	24.1	24.4	22.9	24.4	24.1

TABLE B-7. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) FOR HIGH SCHOOL GRADUATES (Concluded)

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>BLACK HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	28.3	29.1	34.2	29.3	29.7
New England	28.7	30.0	34.5	28.5	29.9
Middle Atlantic	28.2	29.0	34.1	29.4	29.6
North Central	30.4	35.1	37.1	32.6	33.0
East North Central	30.8	35.8	37.4	32.6	33.3
West North Central	28.2	31.2	35.4	33.0	31.2
South	21.3	26.9	28.3	25.5	23.3
South Atlantic	19.8	23.8	26.7	24.0	21.5
East South Central	22.0	28.0	28.5	26.3	24.0
West South Central	25.2	31.4	31.4	28.2	27.4
West	29.2	33.5	37.4	32.4	31.6
Mountain	27.1	29.5	35.7	30.4	29.1
Pacific	29.5	34.0	37.6	32.7	31.9

TABLE B-8. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) FOR NON-HIGH SCHOOL GRADUATES

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK NON-HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	49.5	50.4	44.5	51.6	49.0
New England	50.3	50.8	44.8	54.2	49.9
Middle Atlantic	49.2	50.2	44.3	50.0	48.6
North Central	49.5	52.7	44.6	51.5	49.4
East North Central	49.5	53.9	45.4	51.1	49.8
West North Central	49.5	50.0	42.7	52.4	48.5
South	50.4	51.6	44.6	51.3	49.8
South Atlantic	49.6	49.6	46.8	49.2	49.2
East South Central	53.0	54.1	47.9	52.8	52.5
West South Central	49.8	52.5	40.9	52.5	49.1
West	47.4	47.7	41.3	49.8	46.7
Mountain	46.1	47.1	39.2	47.8	45.3
Pacific	47.9	48.0	42.1	50.7	47.2



TABLE B-8. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) FOR NON-HIGH SCHOOL GRADUATES (Concluded)

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>BLACK NON-HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	46.6	54.3	49.4	54.1	48.5
New England	48.1	62.7	52.0	60.5	51.6
Middle Atlantic	46.5	53.5	49.2	52.9	48.2
North Central	49.4	57.9	52.3	58.8	51.6
East North Central	49.2	58.0	52.4	59.9	51.6
West North Central	50.1	56.7	51.8	55.9	51.5
South	42.8	55.2	45.7	54.2	44.5
South Atlantic	40.6	52.6	44.9	52.5	42.4
East South Central	43.3	55.0	48.3	52.4	45.1
West South Central	47.3	59.6	45.2	57.6	48.5
West	49.4	53.5	51.0	57.7	50.5
Mountain	44.5	54.5	52.4	--	47.4
Pacific	50.2	53.3	50.8	58.2	51.1

-- Small number of accessions in this category.

TABLE B-9. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATION LEVEL AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>ALL EDUCATION LEVELS</u>					
Census District and Region					
North East	39.6	32.6	46.9	31.0	36.0
New England	41.8	31.8	49.4	32.6	37.3
Middle Atlantic	38.8	32.8	46.1	30.3	35.5
North Central	40.8	34.0	51.6	31.4	37.4
East North Central	41.2	33.9	50.1	31.9	37.7
West North Central	40.0	34.0	55.3	30.3	36.8
South	38.8	34.4	51.2	32.3	36.6
South Atlantic	36.4	32.1	50.2	30.9	34.6
East South Central	39.2	35.6	53.2	33.1	37.5
West South Central	43.7	36.9	51.5	33.9	39.4
West	42.4	33.6	47.2	32.8	38.1
Mountain	40.8	35.3	47.8	32.5	37.5
Pacific	43.0	32.9	46.9	33.0	38.4

TABLE B-9. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATION LEVEL AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) (Continued)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	38.3	32.5	45.9	30.1	34.9
New England	39.0	31.5	48.8	31.3	35.9
Middle Atlantic	37.7	32.8	44.9	29.6	34.6
North Central	39.2	33.7	50.2	30.0	36.0
East North Central	39.7	33.7	49.2	30.5	36.5
West North Central	37.9	33.7	52.8	28.9	35.1
South	36.5	33.7	49.6	30.4	34.6
South Atlantic	34.8	31.6	48.6	29.5	33.2
East South Central	36.5	35.6	53.1	31.2	35.5
West South Central	40.3	35.4	49.1	31.4	36.5
West	40.3	32.8	45.9	30.9	36.3
Mountain	38.1	34.8	45.5	30.3	35.4
Pacific	41.1	32.0	46.0	31.1	36.7

TABLE B-9. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY EDUCATION LEVEL AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) (Concluded)  
(Fiscal Years of Accession: 1973-1978)

EDUCATIONAL LEVEL AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	54.0	34.1	57.4	47.7	50.9
New England	61.1	--	--	50.2	55.8
Middle Atlantic	51.1	32.2	58.3	46.0	48.7
North Central	57.7	42.8	64.9	50.6	55.1
East North Central	56.0	43.3	60.6	50.6	53.9
West North Central	61.8	42.2	--	50.7	57.5
South	55.3	50.5	62.3	49.4	53.5
South Atlantic	51.8	45.8	64.1	49.4	51.3
East South Central	55.1	--	--	50.3	52.8
West South Central	59.2	60.6	64.9	49.2	56.0
West	57.5	50.0	58.6	48.4	54.0
Mountain	57.9	--	--	45.6	53.0
Pacific	57.3	50.6	--	50.1	54.5

-- Small number of accessions in this category.

TABLE B-10. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION)

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK</u>					
Census District and Region					
North East	41.6	32.9	47.7	32.1	37.2
New England	42.3	31.9	49.5	32.9	37.6
Middle Atlantic	41.3	33.3	46.9	31.7	37.0
North Central	41.6	34.1	52.5	31.9	37.9
East North Central	42.4	34.2	50.8	32.6	38.5
West North Central	40.1	33.9	56.3	30.3	36.8
South	46.2	36.2	54.0	34.7	40.6
South Atlantic	43.9	33.7	53.4	33.3	38.7
East South Central	49.0	38.3	56.3	36.4	43.2
West South Central	48.1	38.3	53.6	35.8	41.8
West	42.9	33.7	47.4	33.3	38.6
Mountain	41.2	35.4	48.0	32.7	37.7
Pacific	43.6	33.0	47.1	33.6	38.9

TABLE B-10. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) (Concluded)  
(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<b>BLACK</b>					
Census District and Region					
North East	30.6	29.2	42.4	23.9	29.0
New England	34.5	--	--	27.4	32.0
Middle Atlantic	30.2	29.3	41.8	23.4	28.7
North Central	34.4	32.0	45.9	27.3	32.9
East North Central	33.8	31.1	46.8	26.6	32.4
West North Central	38.2	37.5	--	30.4	35.8
South	28.8	26.6	43.2	23.6	27.9
South Atlantic	27.7	26.0	41.5	23.1	27.0
East South Central	29.0	27.6	45.4	23.0	28.3
West South Central	32.5	26.8	44.3	25.1	30.2
West	33.3	31.0	--	25.0	30.7
Mountain	28.0	--	--	26.8	28.4
Pacific	34.1	30.7	--	24.7	31.0

-- Small number of accessions in this category.

TABLE B-11. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) FOR HIGH SCHOOL GRADUATES

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<u>NON-BLACK HIGH SCHOOL GRADUATES</u>					
Census District and Region					
North East	40.1	33.0	46.9	31.1	36.1
New England	40.3	31.7	49.0	31.6	36.1
Middle Atlantic	40.0	33.4	46.0	30.9	36.1
North Central	39.9	33.8	51.0	30.4	36.5
East North Central	40.8	34.0	49.8	31.2	37.1
West North Central	38.0	33.5	53.8	28.8	35.2
South	43.4	35.4	52.3	32.6	38.3
South Atlantic	42.0	33.0	51.6	31.7	37.0
East South Central	46.0	38.5	56.9	34.3	41.0
West South Central	44.5	36.8	50.8	33.2	38.8
West	40.8	32.9	45.9	31.4	36.7
Mountain	38.5	34.8	45.6	30.5	35.6
Pacific	41.7	32.2	46.1	31.8	37.1

TABLE B-11. FEMALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY RACE AND HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION) FOR HIGH SCHOOL GRADUATES (Concluded)

(Fiscal Years of Accession: 1973-1978)

RACE AND HOME AREA AT ENLISTMENT	PERCENT ATTRITION BY SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DOD
<b>BLACK HIGH SCHOOL GRADUATES</b>					
Census District and Region					
North East	30.1	28.3	40.2	23.5	28.4
New England	33.9	--	--	27.3	31.3
Middle Atlantic	29.7	28.6	39.3	23.0	28.1
North Central	33.3	31.9	45.2	26.4	32.0
East North Central	33.0	30.8	46.2	25.6	31.6
West North Central	34.7	39.1	--	29.8	34.0
South	28.0	26.4	42.4	22.8	27.2
South Atlantic	27.1	26.1	40.9	22.5	26.5
East South Central	28.1	27.3	44.2	22.4	27.4
West South Central	31.1	25.8	43.6	23.6	28.9
West	32.7	29.1	--	23.6	29.6
Mountain	--	--	--	--	27.0
Pacific	33.7	28.6	--	23.1	30.0

-- Small number of accessions in this category.



TABLE B-12. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME STATE AT ENLISTMENT, RACE, AND EDUCATIONAL LEVEL (Fiscal Years of Accession: 1973-1978)

HIGH SCHOOL GRADUATES Census Area and State	PERCENT ATTRITION BY SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			DOD		
	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL
North East	24.8	28.3	25.5	22.4	29.1	23.0	22.7	34.2	25.0	24.9	29.3	25.5	23.9	29.7	24.8
New England	24.2	28.7	24.5	21.5	30.0	21.8	22.7	34.5	23.7	26.3	28.5	26.4	23.9	29.9	24.3
Connecticut	24.8	28.0	25.4	20.7	26.2	21.1	22.8	34.8	25.1	26.4	27.7	26.5	23.8	28.9	24.4
Maine	22.8	--	22.8	21.2	--	21.2	22.3	--	22.3	24.2	--	24.2	22.8	--	22.8
Massachusetts	25.4	29.3	25.7	22.4	34.4	22.7	23.2	33.9	24.1	27.7	29.1	27.8	25.1	30.7	25.4
New Hampshire	20.0	--	20.0	19.7	--	19.7	20.5	--	20.5	22.7	--	22.7	20.8	--	20.8
Rhode Island	25.4	31.3	25.9	24.9	--	25.4	24.0	--	24.6	29.5	--	29.6	26.5	32.7	26.8
Vermont	22.4	--	22.4	18.8	--	18.8	19.2	--	19.5	22.6	--	22.5	21.2	--	21.2
Middle Atlantic	25.0	28.2	25.8	22.7	29.0	23.5	22.6	34.1	25.4	24.3	29.4	25.1	23.8	29.6	24.9
New Jersey	27.6	30.8	28.7	26.0	30.4	26.7	23.4	34.6	26.6	26.0	28.6	26.6	26.1	30.9	27.3
New York	24.4	25.7	24.7	22.0	27.1	22.6	22.2	31.1	24.5	25.1	28.0	25.5	23.6	27.4	24.3
Pennsylvania	24.7	30.1	25.8	22.0	30.8	22.9	22.6	38.4	26.1	22.7	32.5	23.9	23.1	32.3	24.6

-- Small number of accessions in this category.



TABLE 8-12. MALE ENLISTED PERSONNEL: ATTENTION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME STATE AT ENLISTMENT, RACE, AND EDUCATIONAL LEVEL (Fiscal Years of Accession: 1973-1978) (Continued)

HIGH SCHOOL GRADUATES Census Area and State	PERCENT ATTRITION BY SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			DOO		
	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL
North Central	23.3	30.4	24.4	24.4	35.1	25.3	22.9	37.1	25.2	24.0	32.6	24.8	23.8	33.0	24.9
East-North Central	24.1	30.8	25.4	25.3	35.8	26.3	22.2	37.4	25.9	24.2	32.6	25.2	24.4	33.3	25.7
Illinois	23.9	30.5	25.7	25.5	37.3	27.2	22.9	34.9	26.3	24.6	31.4	25.7	24.4	32.9	26.2
Indiana	25.2	29.4	25.8	26.3	37.0	27.3	24.3	39.8	26.6	25.9	35.4	26.8	25.6	34.1	26.6
Michigan	23.8	30.8	25.1	24.9	35.9	25.9	20.1	35.6	22.8	23.6	35.4	24.8	23.7	33.5	25.0
Ohio	26.0	31.5	27.1	25.2	31.9	25.9	27.3	40.4	30.1	24.8	30.8	25.6	25.6	32.9	26.7
Wisconsin	19.8	31.8	20.3	24.6	48.7	25.4	20.5	43.6	21.8	21.3	37.8	21.6	21.6	39.4	22.2
West North Central	21.6	28.2	22.1	22.7	31.2	23.0	22.3	35.4	23.5	23.3	33.0	23.9	22.5	31.2	23.0
Iowa	21.1	34.6	21.5	24.0	--	24.2	26.1	--	27.0	22.7	--	23.0	22.9	41.1	23.3
Kansas	25.5	26.3	25.6	24.2	27.9	24.4	22.1	33.2	23.1	26.2	38.6	27.1	24.8	30.1	25.2
Minnesota	20.2	--	20.3	21.3	--	21.4	22.7	--	23.0	23.2	--	23.3	21.5	--	21.7
Missouri	25.0	28.4	25.6	24.0	30.8	24.7	21.5	34.2	24.0	24.2	31.8	25.2	24.0	30.8	25.0
Nebraska	19.9	26.6	20.4	21.5	33.3	22.0	18.9	36.5	20.6	20.8	25.7	21.1	20.5	29.8	21.0
North Dakota	15.4	--	15.5	19.9	--	19.9	20.3	--	20.3	22.2	--	22.3	18.5	--	18.5
South Dakota	18.7	--	18.6	19.5	--	19.5	19.2	--	19.1	19.7	--	19.7	19.2	--	19.2

-- Small number of accessions in this category.



TABLE B-12. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME STATE AT ENLISTMENT, RACE, AND EDUCATIONAL LEVEL (Fiscal Years of Accession: 1973-1978) (Continued)

NON- HIGH SCHOOL GRADUATES Census Area and State	PERCENT ATTRITION BY SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			DOD		
	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL
North East															
New England	50.3	48.1	50.1	50.8	62.7	51.3	44.8	52.0	45.4	54.2	60.5	57.5	49.9	51.6	50.0
Connecticut	49.1	47.7	48.8	50.7	60.6	51.4	45.2	50.0	46.0	54.4	--	54.8	49.4	50.6	49.6
Maine	48.5	--	48.5	45.3	--	45.3	47.5	--	47.7	49.6	--	49.5	47.7	--	47.7
Massachusetts	51.5	46.1	51.1	53.6	--	53.8	44.6	52.3	45.2	55.8	--	56.1	51.1	50.2	51.0
New Hampshire	48.9	--	48.8	48.6	--	48.9	40.3	--	40.4	50.9	--	51.6	47.7	--	47.8
Rhode Island	53.2	58.1	53.7	48.6	--	50.6	45.2	--	45.9	57.0	--	57.4	51.5	62.6	52.3
Vermont	46.6	--	46.4	47.1	--	47.1	45.1	--	45.5	--	--	--	46.8	--	46.7
Middle Atlantic	49.2	46.5	48.3	50.2	53.5	50.7	44.3	49.2	45.7	50.0	52.9	50.5	48.6	48.2	48.5
New Jersey	52.2	51.4	51.9	51.8	59.5	53.0	45.4	52.2	47.7	52.9	59.2	54.2	51.1	53.0	51.6
New York	46.6	42.8	45.3	49.5	50.6	49.7	41.9	46.8	43.2	48.5	49.6	48.7	46.6	44.9	46.2
Pennsylvania	51.5	50.1	51.1	50.4	54.0	50.8	47.9	51.2	48.2	51.1	54.7	51.6	50.5	51.0	50.6

-- Small number of accessions in this category.

TABLE B-12. MALE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME STATE  
AT ENLISTMENT, RACE, AND EDUCATIONAL LEVEL (Fiscal Years of Accession: 1973-1978) (Continued)

NON- HIGH SCHOOL GRADUATES Census Area and State	PERCENT ATTRITION BY SERVICE															
	ARMY			NAVY			MARINE CORPS			AIR FORCE			NON- BLACK		DOD	
	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	NON- BLACK	BLACK	TOTAL	
North Central	49.5	49.2	49.5	53.9	58.0	54.4	45.4	52.4	46.7	51.1	59.9	52.2	49.8	51.6	50.1	
East North Central																
Illinois	49.1	48.1	48.8	53.9	57.5	54.7	43.9	48.4	45.1	51.4	64.2	53.5	49.4	50.4	49.7	
Indiana	51.5	49.4	51.3	58.6	65.7	59.2	46.8	57.4	48.2	54.4	55.5	55.4	52.5	54.3	52.7	
Michigan	47.5	49.5	47.9	50.2	54.6	50.6	41.0	50.6	42.5	50.9	61.1	52.4	47.1	50.7	47.7	
Ohio	51.7	50.5	51.5	53.6	57.3	54.0	50.4	55.5	51.6	49.2	57.2	50.3	51.7	53.0	52.0	
Wisconsin	46.7	48.5	46.8	54.0	57.9	54.3	41.7	53.3	42.6	50.5	47.2	50.3	47.3	51.8	47.6	
West North Central	49.5	50.1	49.6	50.0	56.7	50.3	42.7	51.8	44.0	52.4	55.9	52.8	48.5	51.5	48.8	
South Central																
Texas	49.2	50.3	49.2	52.9	--	53.5	43.7	--	44.7	57.7	--	57.5	49.5	59.4	49.8	
Arkansas	50.9	50.6	50.9	49.1	--	49.1	40.3	42.7	40.5	54.1	--	54.2	48.8	49.2	48.8	
Louisiana	46.6	--	46.6	49.8	--	49.9	46.1	--	46.6	51.2	--	51.3	47.6	59.0	47.7	
Missouri	51.4	49.6	51.0	50.5	53.5	50.8	40.5	50.1	43.2	51.7	55.7	52.7	49.2	50.5	49.5	
Nebraska	51.9	54.6	52.2	47.3	--	48.2	42.1	57.1	44.5	53.0	--	53.6	48.8	56.8	49.7	
North Dakota	42.3	--	42.5	43.7	--	43.7	42.7	--	42.7	--	--	--	42.4	--	42.5	
South Dakota	45.7	--	45.6	46.6	--	46.6	43.4	--	43.7	51.6	--	51.6	46.0	--	46.0	







TABLE B-13. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL, ALL SERVICES: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME AREA AT ENLISTMENT (STATE) AND RACE

(Fiscal Years of Accession: 1973-1978)

HOME STATE AT ENLISTMENT	NON-BLACK	BLACK	TOTAL
North East	<u>36.1</u>	<u>28.4</u>	<u>34.9</u>
New England	<u>36.1</u>	<u>31.3</u>	<u>35.9</u>
Connecticut	35.6	29.5	34.9
Maine	34.7	--	34.5
Massachusetts	37.5	34.6	37.4
New Hampshire	34.3	--	34.3
Rhode Island	40.8	--	40.1
Vermont	30.8	--	30.8
Middle Atlantic	<u>36.1</u>	<u>28.1</u>	<u>34.6</u>
New Jersey	37.3	32.3	36.0
New York	36.2	24.5	33.9
Pennsylvania	35.5	30.4	34.8

-- Small number of accessions in this category.

TABLE B-13. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL, ALL SERVICES: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME AREA AT ENLISTMENT (STATE) AND RACE (Continued)

(Fiscal Years of Accession: 1973-1978)

HOME STATE AT ENLISTMENT	NON-BLACK	BLACK	TOTAL
North Central	<u>36.5</u>	<u>32.0</u>	<u>36.0</u>
East North Central	<u>37.1</u>	<u>31.6</u>	<u>36.5</u>
Illinois	38.4	29.2	36.5
Indiana	39.5	33.9	39.0
Michigan	36.6	29.2	35.7
Ohio	37.4	35.0	37.1
Wisconsin	35.9	26.9	32.0
West North Central	<u>35.2</u>	<u>34.0</u>	<u>35.1</u>
Iowa	34.4	37.0	34.5
Kansas	37.5	--	37.1
Minnesota	33.3	--	33.5
Missouri	39.2	33.0	38.4
Nebraska	34.4	--	34.6
North Dakota	31.9	--	31.7
South Dakota	30.0	--	30.0

-- Small number of accessions in this category.

TABLE B-13. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL, ALL SERVICES: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME AREA AT ENLISTMENT (STATE) AND RACE (Continued)

(Fiscal Years of Accession: 1973-1978)

HOME STATE AT ENLISTMENT	NON-BLACK	BLACK	TOTAL
South	<u>38.3</u>	<u>27.2</u>	<u>34.6</u>
South Atlantic	<u>37.0</u>	<u>26.5</u>	<u>33.2</u>
Delaware	34.2	39.9	35.4
District of Columbia	--	28.1	29.1
Florida	36.2	25.2	34.2
Georgia	40.3	25.5	33.3
Maryland	37.6	27.8	34.6
North Carolina	37.5	28.4	32.3
South Carolina	35.5	25.6	30.0
Virginia	35.9	26.9	32.0
West Virginia	38.4	30.9	37.7
East South Central	<u>41.0</u>	<u>27.4</u>	<u>35.5</u>
Alabama	40.6	27.0	32.9
Kentucky	39.6	32.4	38.5
Mississippi	40.7	24.3	31.6
Tennessee	42.7	29.6	38.3
West South Central	<u>38.8</u>	<u>28.9</u>	<u>36.5</u>
Arkansas	41.4	29.7	38.3
Louisiana	41.8	28.3	35.7
Oklahoma	41.4	28.8	40.0
Texas	37.1	29.1	35.7

-- Small number of accessions in this category.

TABLE B-13. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL, ALL SERVICES: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY HOME AREA AT ENLISTMENT (STATE) AND RACE (Concluded)

(Fiscal Years of Accession: 1973-1978)

HOME STATE AT ENLISTMENT	NON-BLACK	BLACK	TOTAL
West	<u>36.7</u>	<u>29.6</u>	<u>36.3</u>
Mountain	<u>35.6</u>	<u>27.0</u>	<u>35.4</u>
Arizona	34.9	--	34.7
Colorado	35.8	26.3	35.3
Idaho	40.4	--	40.3
Montana	31.5	--	31.5
Nevada	38.9	--	37.8
New Mexico	33.9	--	33.8
Utah	38.6	--	38.5
Wyoming	36.0	--	36.2
Pacific	<u>37.1</u>	<u>30.0</u>	<u>36.7</u>
Alaska	42.8	--	43.0
California	37.4	29.5	36.7
Hawaii	26.9	--	26.8
Oregon	38.6	--	38.5
Washington	36.6	--	36.7

-- Small number of accessions in this category.

TABLE B-14. MALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978)

ALL SERVICES Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	20.2	24.8	28.2	31.3	26.8	29.7	30.8	29.8	20.6	25.5	28.8	30.8
New England	20.4	24.8	28.4	30.3	26.9	29.0	30.2	31.4	20.5	25.0	28.6	30.5
Middle Atlantic	20.1	24.8	28.1	31.7	26.8	29.8	30.9	29.6	20.6	25.6	28.9	30.8
North Central	20.0	24.5	28.3	33.4	29.2	31.9	34.2	34.1	20.3	25.2	29.4	33.6
East North Central	20.6	25.0	28.9	33.6	29.4	31.7	34.6	34.7	21.0	25.8	30.2	34.0
West North Central	18.9	23.4	27.9	33.1	28.5	32.9	32.0	30.6	19.1	23.9	27.5	32.6
South	21.4	25.7	28.5	30.2	21.6	23.2	24.6	22.7	21.5	25.0	26.6	25.1
South Atlantic	20.5	24.9	27.7	30.4	20.1	21.6	22.6	20.9	20.4	23.9	25.0	23.4
East South Central	22.8	27.2	30.9	33.8	22.4	24.0	25.3	23.2	22.8	26.2	28.1	26.3
West South Central	2.22	26.1	28.2	28.1	25.1	26.7	28.9	26.8	22.4	26.2	28.5	27.3
West	20.3	24.9	27.2	28.6	27.6	30.4	33.4	31.8	20.5	25.2	27.9	29.2
Mountain	19.4	23.3	25.9	27.4	26.9	30.0	29.0	22.7	19.4	23.5	26.1	27.7
Pacific	20.7	25.5	27.6	29.0	27.7	30.5	34.0	32.1	20.9	25.8	28.5	29.7

TABLE B-14. MALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE; HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

ARMY Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	20.6	25.5	28.4	31.8	24.7	28.7	29.3	28.2	20.9	26.0	28.7	30.2
New England	20.5	25.1	27.1	31.0	20.4	28.7	28.5	30.4	20.5	25.3	27.2	30.9
Middle Atlantic	20.7	25.7	28.9	32.1	25.1	28.7	29.4	27.9	21.0	26.3	29.1	30.0
North Central	18.8	23.5	27.0	33.6	26.7	27.7	30.1	32.3	19.1	24.0	27.7	33.1
East North Central	19.6	24.1	27.7	33.9	27.4	27.5	30.6	32.8	20.0	24.6	28.5	33.4
West North Central	17.3	22.3	25.5	32.6	23.0	28.8	27.4	29.7	17.4	22.7	25.7	32.0
South	21.0	25.6	27.8	30.6	19.7	21.1	21.6	21.4	20.7	23.8	24.1	23.6
South Atlantic	20.7	25.8	28.2	31.5	18.4	19.7	20.1	19.9	20.3	23.1	23.0	22.2
East South Central	23.3	27.6	30.5	34.4	20.3	22.5	22.3	21.8	22.7	25.4	25.6	24.7
West South Central	20.0	24.0	25.4	27.1	24.1	24.9	25.7	25.0	20.5	24.2	25.5	25.7
West	20.0	23.9	26.4	28.3	24.7	27.2	30.1	30.0	20.1	24.2	26.9	28.8
Mountain	18.8	21.6	26.2	27.3	23.7	30.0	27.4	26.6	19.9	21.8	26.2	27.2
Pacific	20.5	24.8	26.5	28.7	24.9	26.8	30.5	30.5	20.6	25.0	27.1	29.2

TABLE B-14. MALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

NAVY Census District and Region	NON-BLACK					BLACK					TOTAL				
	AFQT CATEGORY					AFQT CATEGORY					AFQT CATEGORY				
	I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV	
North East	19.4	25.5	26.0	31.7		24.4	28.7	31.2	29.6		19.5	26.0	26.9	31.1	
New England	19.0	20.9	25.7	29.2		--	28.5	33.7	27.4		19.1	21.1	26.1	29.0	
Middle Atlantic	19.5	22.7	26.2	32.6		23.8	28.4	31.0	29.8		19.7	23.2	27.2	31.7	
North Central	20.8	25.1	29.0	35.1		27.8	32.9	37.7	36.8		21.0	25.7	30.3	35.5	
East North Central	21.6	25.9	29.7	35.1		28.4	33.1	38.4	37.8		21.8	26.5	31.2	35.8	
West North Central	19.3	23.3	27.2	35.1		24.3	31.5	33.9	30.7		19.3	23.6	27.8	34.5	
South	21.9	26.4	30.5	32.2		21.2	24.9	29.0	27.4		21.8	26.2	30.0	30.0	
South Atlantic	19.8	24.2	27.3	29.9		18.6	22.8	25.2	24.4		19.8	24.0	26.5	27.2	
East South Central	23.1	27.0	31.7	36.4		23.3	25.9	30.4	27.7		23.2	26.7	31.2	32.2	
West South Central	24.0	28.8	33.6	32.8		24.6	27.9	34.0	31.8		24.1	28.7	33.7	32.4	
West	20.6	25.3	28.0	31.1		25.3	31.0	37.7	33.5		20.7	25.7	28.8	31.4	
Mountain	19.8	25.0	26.8	31.0		--	--	30.8	31.3		19.9	25.0	27.0	31.0	
Pacific	21.0	25.5	28.4	31.2		25.5	31.3	38.6	33.9		21.0	25.7	29.4	31.5	

-- Small number of accessions in this category.

TABLE B-14. MALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

MARINE CORPS Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East New England Middle Atlantic	19.4	23.1	26.4	28.9	24.4	34.1	34.1	35.9	19.5	25.1	28.6	31.7
	18.4	23.3	27.3	27.8	31.0	33.1	35.2	36.2	18.8	24.0	28.2	29.8
	18.5	23.0	26.1	29.3	31.7	34.2	33.9	35.8	20.1	25.5	28.7	32.2
North Central East North Central West North Central	19.4	23.0	26.9	29.7	34.3	37.2	37.9	37.4	20.2	24.9	29.6	32.6
	19.4	23.5	27.3	29.7	34.1	37.3	38.1	38.3	21.0	25.7	30.3	33.3
	19.4	21.9	26.0	29.5	34.9	37.0	36.7	32.7	20.0	23.1	27.7	30.3
South South Atlantic East South Central West South Central	20.7	22.9	24.1	24.9	27.5	28.2	29.4	27.7	21.7	24.3	26.4	26.6
	20.9	23.4	25.4	27.8	27.3	26.8	28.0	25.4	22.0	24.4	26.6	26.2
	21.1	24.7	26.1	25.4	26.1	25.9	29.8	29.7	22.0	25.1	27.9	28.3
	20.4	21.6	21.7	21.6	29.0	32.7	32.5	31.0	21.3	23.8	25.3	26.3
West Mountain Pacific	18.8	23.1	26.1	24.1	32.4	36.5	36.7	40.7	19.2	24.0	27.2	27.0
	18.5	21.7	23.1	21.2	--	--	--	--	18.5	21.9	23.5	23.1
	18.9	23.8	27.3	25.3	33.2	36.8	37.2	40.4	19.2	24.9	28.6	28.4

-- Small number of accessions in this category.



TABLE B-14. MALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Concluded)

AIR FORCE Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	21.3	27.3	30.7	31.7	27.0	28.9	31.0	30.3	21.6	27.5	30.8	31.3
New England	22.4	28.4	32.3	33.5	28.5	27.5	28.0	--	22.5	28.4	31.9	33.9
Middle Atlantic	20.8	26.7	29.9	30.9	26.8	29.1	31.4	29.5	21.1	27.2	30.3	30.5
North Central	20.7	25.5	30.1	33.9	29.5	32.1	35.4	32.6	21.1	26.3	31.0	33.6
East North Central	21.0	25.7	30.4	33.3	29.1	31.5	35.9	32.4	21.4	26.4	31.5	33.1
West North Central	20.0	25.3	29.3	35.0	31.1	34.7	33.3	--	20.3	25.9	29.8	34.8
South	21.7	26.1	29.1	29.4	22.7	24.3	27.2	25.6	21.8	25.7	28.3	27.5
South Atlantic	20.8	25.1	28.1	28.9	21.1	23.2	25.7	23.9	20.8	24.6	27.1	26.3
East South Central	22.5	27.5	31.8	32.2	24.9	25.3	27.4	24.2	22.7	27.0	30.0	28.2
West South Central	22.5	26.8	28.7	28.2	24.7	26.0	29.7	29.9	22.7	26.7	29.0	28.9
West	20.9	26.0	27.9	29.0	30.0	31.4	34.6	31.4	21.1	26.3	28.7	29.4
Mountain	19.8	23.9	26.2	29.7	--	30.0	29.2	--	19.8	24.1	26.3	29.8
Pacific	21.4	26.7	28.5	28.8	29.4	31.7	35.3	31.6	21.6	27.1	29.4	29.3

-- Small number of accessions in this category.

TABLE B-15. MALE NON-HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978)

ALL SERVICES Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	44.0	48.5	52.0	50.3	47.2	47.9	50.0	46.3	44.3	48.4	51.5	49.1
New England	44.8	48.8	53.3	51.7	46.1	50.1	53.2	51.9	44.8	48.9	53.3	51.7
Middle Atlantic	43.7	48.4	51.4	49.7	47.3	47.7	49.7	45.7	44.1	48.3	50.9	48.3
North Central	44.2	48.4	52.4	52.4	50.5	52.2	53.0	49.3	44.6	48.8	52.5	51.6
East North Central	44.5	49.0	52.6	52.5	49.9	52.3	53.2	49.2	44.9	49.5	52.7	51.5
West North Central	43.5	46.9	51.8	52.4	52.8	52.0	52.5	49.3	44.0	47.2	51.9	51.8
South	45.6	49.3	52.3	51.2	44.6	46.0	46.1	41.5	45.4	48.5	50.3	46.9
South Atlantic	44.6	48.7	52.0	50.7	43.7	44.5	44.0	38.4	44.4	47.6	49.1	44.6
East South Central	48.1	51.3	54.8	55.2	47.1	45.5	46.3	42.5	47.9	49.9	52.0	49.4
West South Central	45.5	48.8	51.2	49.5	44.5	50.1	50.2	46.5	45.4	49.0	50.9	48.4
West	42.6	46.6	49.3	47.6	48.6	51.8	51.9	48.6	42.7	46.8	49.5	47.8
Mountain	41.4	44.5	48.3	47.0	--	47.1	49.1	45.8	41.4	44.5	48.3	47.0
Pacific	43.1	47.4	49.7	47.8	49.1	52.6	52.4	49.1	43.3	47.7	49.9	48.0

-- Small number of accessions in this category.

TABLE 8-15. MALE NON-HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

ARMY Census District and Region	NON-BLACK					BLACK					TOTAL				
	AFQT CATEGORY					AFQT CATEGORY					AFQT CATEGORY				
	I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV	
North East New England Middle Atlantic	44.7	49.0	51.4	50.9		43.9	46.6	47.6	45.6		44.6	48.5	50.3	49.1	
	44.3	50.1	52.5	52.2		--	51.1	46.6	50.1		44.2	50.2	51.9	52.2	
	44.9	48.5	51.0	50.2		44.3	46.3	47.7	45.1		44.8	48.0	49.8	48.2	
North Central East North Central West North Central	43.0	47.5	52.0	53.4		46.0	48.9	50.4	48.7		43.2	47.7	51.6	52.1	
	43.1	47.8	51.7	53.3		45.2	48.8	50.2	48.7		43.2	47.9	51.3	51.9	
	43.0	47.0	52.8	53.5		50.3	49.5	51.5	48.6		43.2	47.1	52.6	52.5	
South South Atlantic East South Central West South Central	46.2	49.6	52.0	52.2		43.2	44.4	43.6	41.1		45.6	48.1	48.9	46.9	
	45.8	49.1	51.2	51.3		42.1	42.9	41.6	37.7		44.9	47.1	47.2	44.1	
	48.2	51.5	54.4	56.2		46.1	43.6	43.6	42.0		47.7	49.1	50.4	49.3	
	45.5	49.0	51.4	50.2		43.3	49.3	47.7	46.8		45.2	49.1	50.4	49.1	
West Mountain Pacific	43.1	47.3	49.6	47.8		46.2	52.1	50.9	47.2		43.2	47.5	49.7	47.7	
	41.3	44.8	48.9	47.3		--	44.6	46.4	43.1		41.3	44.8	48.8	47.0	
	43.9	48.2	49.9	48.0		47.4	53.4	51.6	47.9		44.0	48.5	50.0	47.9	

TABLE B-15. MALE NON-HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

NAVY Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	41.7	49.3	55.5	51.0	44.7	49.0	57.9	51.3	41.8	49.2	55.9	51.1
New England	42.8	48.1	57.1	50.1	--	--	66.3	--	42.7	48.2	57.7	51.2
Middle Atlantic	41.3	49.7	54.9	51.4	45.6	48.8	57.0	50.0	41.5	49.6	55.3	51.1
North Central	45.6	51.8	56.9	54.8	45.7	55.8	60.8	58.2	45.6	52.1	57.4	54.5
East North Central	46.6	53.0	58.1	55.1	45.7	56.6	61.0	57.4	46.6	53.3	58.5	55.7
West North Central	43.8	48.8	54.0	54.0	--	--	58.9	64.0	43.8	48.8	54.2	54.9
South	42.8	50.7	56.0	53.6	42.2	53.9	58.0	52.2	42.8	51.0	56.4	53.3
South Atlantic	40.3	48.3	55.3	52.6	42.6	54.2	54.3	49.5	40.4	48.8	55.1	51.7
East South Central	45.5	53.1	58.1	55.8	--	47.2	58.8	54.0	45.4	52.5	58.3	55.4
West South Central	45.0	52.8	55.7	53.4	--	59.3	63.2	54.9	44.9	53.2	56.8	53.7
West	40.0	46.5	52.3	52.2	--	48.0	55.1	55.7	40.1	46.5	52.5	52.5
Mountain	41.0	45.7	51.1	52.4	--	--	--	--	40.9	45.5	51.2	53.2
Pacific	39.5	46.9	53.0	52.2	--	51.2	54.4	53.5	39.6	47.0	53.1	52.3

-- Small number of accessions in this category.

TABLE B-15. MALE NON-HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

MARINE CORPS Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	40.2	45.4	46.3	45.6	50.0	49.4	49.6	46.9	41.9	46.3	47.2	46.0
New England	36.1	44.2	47.4	48.8	--	47.4	53.9	--	40.7	44.4	48.0	49.5
Middle Atlantic	3	45.9	45.9	44.4	50.0	49.5	49.3	46.2	42.2	46.9	47.0	45.0
North Central	41.6	45.3	46.4	44.2	53.7	54.0	53.7	45.1	42.8	46.7	48.1	44.4
East North Central	42.5	46.5	47.1	43.8	53.7	53.7	54.3	44.6	43.7	47.8	48.9	44.0
West North Central	39.8	42.5	44.9	45.1	53.5	55.1	51.5	46.7	40.8	44.0	46.1	45.4
South	42.8	45.3	46.5	40.7	46.0	47.6	47.4	38.7	43.4	45.8	46.8	39.9
South Atlantic	42.7	47.2	50.2	44.1	46.3	45.9	46.5	38.7	43.4	46.8	48.9	41.7
East South Central	45.9	47.8	50.6	45.6	48.5	52.3	49.1	40.7	46.4	49.0	50.0	43.4
West South Central	41.7	42.1	40.5	35.2	43.3	47.5	47.9	36.9	41.9	43.0	42.3	35.7
West	38.2	41.9	43.6	40.8	50.0	52.1	50.4	51.9	38.6	42.4	44.1	42.0
Mountain	35.6	38.9	42.6	39.6	--	--	--	--	35.8	39.5	42.9	39.7
Pacific	39.2	43.1	44.0	41.3	49.5	50.6	50.4	53.8	39.7	43.5	44.5	42.9

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TABLE 8-15. MALE NON-HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Concluded)

AIR FORCE Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	50.3	52.3	55.3	--	51.4	50.8	58.8	--	50.3	52.1	56.1	--
New England	52.3	55.0	58.3	--	--	--	--	--	52.4	54.8	59.6	--
Middle Atlantic	49.1	50.6	52.6	--	50.9	50.5	56.2	--	49.3	50.6	53.8	--
North Central	49.4	52.7	56.0	53.0	57.1	58.2	61.2	--	49.9	53.3	57.0	53.9
East North Central	49.0	51.7	55.5	51.1	57.6	59.2	62.4	--	49.7	52.6	57.0	52.9
West North Central	50.0	55.3	57.3	--	56.0	--	57.0	--	50.4	55.3	57.3	--
South	49.5	51.7	54.1	56.3	53.8	52.7	57.1	--	49.8	51.8	54.7	53.9
South Atlantic	47.9	50.8	51.2	--	51.2	52.3	55.3	--	48.2	51.1	52.3	51.0
East South Central	52.5	52.5	53.5	--	--	--	57.2	--	52.8	51.9	54.0	--
West South Central	50.0	52.0	56.1	57.6	57.4	56.4	59.3	--	50.3	52.4	56.6	56.3
West	48.0	51.7	51.6	47.6	53.6	53.1	59.8	--	48.2	51.8	52.4	50.7
Mountain	46.9	50.1	47.3	--	--	--	--	--	46.9	50.1	47.7	--
Pacific	48.6	52.5	53.4	48.9	--	53.8	61.0	--	48.7	52.5	54.2	51.9

-- Small number of accessions in this category.

TABLE B-16. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978)

ALL SERVICES Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	34.4	38.5	39.2	43.0	27.8	28.2	28.2	29.6	33.7	36.6	36.6	38.6
New England	34.3	38.4	39.7	45.3	35.5	26.4	36.2	--	34.4	37.5	39.4	43.5
Middle Atlantic	34.4	38.6	39.0	42.1	27.1	28.4	27.3	29.4	33.3	36.4	35.6	37.3
North Central	35.0	38.7	39.7	43.0	31.6	31.9	32.2	36.7	34.8	37.8	38.3	41.4
East North Central	35.6	38.9	40.4	42.9	31.3	31.4	31.9	35.6	35.2	37.8	38.6	40.9
West North Central	33.9	38.1	37.9	43.3	33.2	34.6	33.7	--	33.9	37.9	37.5	43.5
South	37.6	40.8	39.5	40.2	26.2	27.0	28.3	30.4	34.4	36.0	34.5	34.3
South Atlantic	36.3	39.3	39.1	38.8	25.4	26.3	27.7	29.4	33.0	34.4	33.6	32.7
East South Central	39.4	43.3	42.3	48.7	26.0	27.7	28.6	32.4	34.7	37.1	35.4	38.3
West South Central	36.7	41.8	38.4	36.5	28.8	28.0	29.6	31.1	36.8	38.4	35.6	34.0
West	35.9	38.9	38.6	41.4	27.9	31.5	28.0	33.0	35.6	38.4	37.5	40.1
Mountain	34.1	37.9	37.7	41.8	--	--	--	--	34.0	37.8	36.6	40.4
Pacific	36.6	39.2	39.0	41.3	28.3	31.2	29.2	--	36.2	38.6	37.8	40.0

-- Small number of accessions in this category.

TABLE 8-16. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

ARMY Census District and Region	NON-BLACK					BLACK					TOTAL				
	AFQT CATEGORY					AFQT CATEGORY					AFQT CATEGORY				
	I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV	
North East	37.8	43.1	45.7	49.7		29.0	30.1	34.2	27.1		36.6	40.3	42.3	40.4	
New England	36.9	44.5	49.0	--		35.9	24.5	--	--		36.9	42.8	49.3	50.0	
Middle Atlantic	38.2	42.5	44.2	47.1		28.4	30.7	32.3	27.0		36.5	39.5	40.0	37.6	
North Central	37.7	42.9	45.8	48.1		32.1	33.5	34.8	34.7		37.3	41.6	43.2	44.0	
East North Central	38.7	43.2	46.5	47.1		31.9	32.8	35.0	34.4		38.1	41.5	43.4	42.8	
West North Central	35.6	42.2	44.3	--		33.1	37.7	--	--		35.5	41.9	42.8	48.7	
South	41.6	46.1	47.9	50.6		26.3	27.9	31.1	32.2		35.7	37.7	37.5	36.8	
South Atlantic	40.1	44.2	48.4	47.3		25.5	27.1	29.8	31.0		34.2	35.7	36.2	34.7	
East South Central	43.9	49.7	47.8	--		26.3	27.9	31.1	33.2		35.6	38.0	36.6	38.5	
West South Central	42.9	47.5	47.6	--		29.0	30.6	36.9	35.8		39.2	42.2	42.5	42.1	
West	38.9	43.6	46.5	44.7		29.9	33.8	33.7	38.3		38.6	43.0	44.8	43.5	
Mountain	37.2	39.4	47.8	--		28.3	--	--	--		37.0	39.1	44.8	--	
Pacific	39.6	45.1	46.1	43.6		30.3	34.4	37.2	--		39.1	44.2	44.8	42.8	

-- Small number of accessions in this category.



TABLE 8-16. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

NAVY Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East New England Middle Atlantic	26.7	33.4	35.9	40.2	--	23.4	22.8	--	26.7	32.4	33.8	38.5
	25.6	28.5	33.0	--	--	--	--	--	25.8	28.1	32.0	--
	27.1	34.9	36.8	40.0	--	23.9	23.6	--	27.0	33.6	34.2	37.1
North Central East North Central West North Central	30.2	33.8	35.7	32.6	--	29.1	34.0	--	30.0	33.4	35.5	34.9
	28.5	33.7	34.9	34.6	--	27.2	32.9	--	28.6	33.0	34.6	36.3
	32.9	34.1	38.2	--	--	--	--	--	33.0	34.4	38.5	--
South South Atlantic East South Central West South Central	30.0	37.4	39.1	26.5	17.0	21.1	27.9	28.7	29.1	34.9	35.9	27.5
	27.9	35.3	37.6	--	--	21.6	26.4	--	26.8	33.3	34.0	24.2
	31.3	37.8	42.7	--	--	--	31.0	--	30.4	35.3	38.8	--
	32.1	40.3	38.6	--	--	--	--	--	31.5	37.4	36.6	--
West Mountain Pacific	29.4	30.0	34.0	41.2	--	--	--	--	29.2	30.0	33.6	39.3
	30.9	33.8	31.0	--	--	--	--	--	30.7	34.3	31.1	--
	28.7	28.6	34.9	--	--	--	--	--	28.5	28.5	34.4	--

-- Small number of accessions in this category.

TABLE B-16. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Continued)

MARINE CORPS Census District and Region	NON-BLACK					BLACK					TOTAL				
	AFQT CATEGORY					AFQT CATEGORY					AFQT CATEGORY				
	I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV		I AND II	IIIA	IIIB	IV	
North East	44.9	48.6	--	--		34.2	--	--	--		43.7	49.2	51.0	--	
New England	48.0	--	--	--		--	--	--	--		47.9	--	--	--	
Middle Atlantic	43.7	48.0	--	--		33.0	--	--	--		42.1	48.5	--	--	
North Central	49.6	54.8	53.7	48.7		42.2	--	--	--		48.7	52.4	54.2	51.2	
East North Central	48.4	53.4	51.7	--		42.8	--	--	--		47.7	51.3	52.2	51.4	
West North Central	52.2	57.7	--	--		--	--	--	--		51.3	55.1	--	--	
South	50.9	55.6	53.6	--		42.7	42.7	--	--		49.1	51.8	51.1	45.8	
South Atlantic	49.5	56.0	--	--		43.1	--	--	--		48.0	49.8	--	--	
East South Central	51.6	--	--	--		--	--	--	--		49.0	--	--	--	
West South Central	53.3	54.4	--	--		--	--	--	--		50.7	54.2	--	--	
West	46.3	44.3	--	--		--	--	--	--		46.4	43.9	--	--	
Mountain	45.3	--	--	--		--	--	--	--		45.5	--	--	--	
Pacific	46.7	42.7	--	--		--	--	--	--		46.7	42.6	--	--	

-- Small number of accessions in this category.

TABLE 8-16. FEMALE HIGH SCHOOL GRADUATE ENLISTED PERSONNEL: ATTRITION RATES DURING FIRST THREE YEARS OF SERVICE -- BY SERVICE, HOME AREA AT ENLISTMENT (CENSUS DISTRICT AND REGION), RACE, AND AFQT CATEGORY (Fiscal Years of Accession: 1973-1978) (Concluded)

AIR FORCE Census District and Region	NON-BLACK				BLACK				TOTAL			
	AFQT CATEGORY				AFQT CATEGORY				AFQT CATEGORY			
	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV	I AND II	IIIA	IIIB	IV
North East	28.4	33.6	35.9	32.0	20.9	22.9	24.2	--	27.9	31.9	33.2	31.6
New England	29.3	33.4	35.7	--	--	--	--	--	29.3	32.7	35.1	--
Middle Atlantic	28.0	33.8	36.0	31.4	19.8	22.7	23.6	--	27.3	31.6	32.4	31.3
North Central	27.7	32.3	35.7	35.6	26.4	28.1	25.5	--	27.7	31.8	34.1	33.8
East North Central	28.1	32.9	37.6	35.1	25.8	27.3	24.8	--	28.0	32.1	35.2	32.1
West North Central	26.9	31.0	31.7	--	--	--	--	--	27.0	31.0	31.5	--
South	31.3	35.8	34.7	32.2	19.9	24.4	23.1	21.7	30.0	32.8	30.6	28.0
South Atlantic	30.4	34.5	34.2	32.2	19.0	24.2	24.0	--	29.1	31.5	30.3	24.7
East South Central	31.5	38.2	37.0	--	13.8	25.9	22.3	--	29.5	34.8	30.9	--
West South Central	32.5	36.5	34.4	--	24.6	23.8	21.9	--	31.6	33.7	30.8	33.3
West	29.8	33.3	34.9	32.5	18.2	27.7	22.3	--	29.4	32.9	33.6	31.3
Mountain	27.0	36.0	34.3	--	--	--	--	--	26.9	35.9	33.7	--
Pacific	30.9	32.2	35.1	36.6	18.3	26.4	21.8	--	30.5	31.7	33.6	35.0

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